Intelligence Specialist (IS)

April 2022

LaDR
NAVY LEARNING and DEVELOPMENT ROADMAP

Introducing

OaRS
OCCUPATIONAL and READINESS STANDARDS

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Serving Sailors 24/7

United States Navy Ethos

We are the United States Navy, our Nation's sea power - ready guardians of peace, victorious in war.

We are professional Sailors and Civilians - a diverse and agile force exemplifying the highest standards of service to our Nation, at home and abroad, at sea and ashore.

Integrity is the foundation of our conduct; respect for others is fundamental to our character; decisive leadership is crucial to our success.

We are a team, disciplined and well-prepared, committed to mission accomplishment. We do not waver in our dedication and accountability to our Shipmates and families.

We are patriots, forged by the Navy's core values of Honor, Courage and Commitment. In times of war and peace, our actions reflect our proud heritage and tradition.

We defend our Nation and prevail in the face of adversity with strength, determination, and dignity.

We are the United States Navy.

The Sailor's Creed

I am a United States Sailor.

I will support and defend the Constitution of the United States of America and I will
obey the orders of those appointed over me.

I represent the fighting spirit of the Navy and those who have gone before me to defend
freedom and democracy around the world.

I proudly serve my country's Navy combat team with Honor, Courage, and Commitment.

I am committed to excellence and the fair treatment of all.

CAREER ROADMAP

Seaman Recruit to Master Chief Roadmap

The educational roadmap below will assist Sailors in the Intelligence Specialist community through the process of pursuing professional development and advanced education using various military and civilian resources e.g. PQS program; JST Joint Service Transcript; E-Learning; Navy College Network; etc. Successful leadership is the key to military readiness and will always require a high degree of technical skill, professional knowledge, and intellectual development.

What is a Career Roadmap for Intelligence Specialist?

Intelligence Specialist roadmaps are just what the name implies - a roadmap through the Enlisted Learning and Development Continuum from Seaman Recruit through Master Chief. The principal focus is to standardize a program Navy wide by featuring the existing skills necessary to be successful in the Navy. The ultimate goal of a roadmap is to produce a functional and competent Sailor.

What is the Enlisted Learning and Development Continuum?

Enlisted Learning and Development Continuum is the formal title given to the curriculum and process building on the foundation of Sailorization beginning in our Delayed Entry Program through Recruit Training Command and throughout your entire career. The continuum combines skill training, professional education, well-rounded assignments, and voluntary education. As you progress through your career, early-on skill training diminishes while professional military education gradually increases. Experience is the ever-present constant determining the rate at which a Sailor trades skill training for professional development.

Do Sailors have to follow the Roadmap?

Yes. The Intelligence Specialist roadmap includes the four areas encompassed by the Continuum in Professional Military Education to include; Navy Professional Military Education (NPME), Joint Professional Military Education (JPME), Leadership and Advanced Education.

Some training and education is mandatory (Recruit Training, Intelligence Specialist "A" School at Dam Neck Virginia and follow on "C" school at Dam Neck Virginia, E-Learning, etc.). Some may be directed by your chain of command (Microsoft Excel and PowerPoint courses), and the remainder is voluntary (MNP, E-Learning, college courses, etc.). Sailors are advised to seek out mentors, including your Command Master Chief, Senior Enlisted Advisor, Leading Chief Petty Officer, Leading Petty Officer and Command Career Counselor, and to make use of your Navy College Virtual Education Center (VEC) or OCONUS Education Office's vast resources. All are uniquely qualified to help you along the way.

Notes:

Intelligence Specialists (IS). Military information, particularly classified information about enemies or potential enemies which is called "intelligence." ISs analyze information to determine its usefulness in military planning. They prepare materials that describe in detail the features of strategic and tactical areas worldwide to provide timely and relevant intelligence to Strategic, Operational and Tactical level decision-makers, supporting Navy, Joint, and or coalition missions.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ISCM	24.2 Yrs	CSEL	48	4th Shore Tour Billet: CSEL/SEA/DLCPO/ECM/DET, FLT/FORCE/TYCOM RATING LEAD Duty: National Agency, OPNAV, FFC, ISIC, NUMBERED FLT MOC/MIOC, TRNG Staff, TYCOM, SOCOM and NSW Cmds and NECC Cmds Qualifications: IW/SW/AW/EXW/SEA
23-26	ISCM ISCS	24.2 Yrs 19	CSEL	36	4th Sea Tour Billet: CSEL/DLCPO. Duty: CSG 4/15, FLT Staff, NEIC, CVN/LHD, JSOC, DEVGRU, NSWTACDEVRON, SOCOM and NSW Cmds, NECC and Expeditionary Cmds. Qualifications: IW/SW/AW/EXW/SEA
20-23	ISCM ISCS ISC	24.2 Yrs 19 13.2	CSEL,CWO	48	3rd Shore Tour Billet: SEL/SEA/DLCPO/LCPO/ECM/Detailer/ISIC/INST/TRNG MGR, FLT/FORCE/TYCOM RATING LEAD, CI Support Officer (CISO) or CI Agent Duty: JIOC/JOC, NIOC, MIOC/MOC, TYCOM, COCOM, TRNG Staff, OPNAV, National Agencies, NUMBERED FLT MOC/MIOC, Cyber Teams, Attaché, SOCOM and NSW Cmds, NCIS, BCME, BUPERS/NPC, NECC and Expeditionary Groups (EOD, NMCB & Maritime Security), Expeditionary Warfighting Development Center, Task Force Staff Qualifications: IW, Various Watch quals, MTS

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
16-20	ISCS ISC IS1	19 Yrs 13.2 7.5	CSEL, CWO, OCS, MECP	36	3rd Sea Tour Billet: SEA/DLCPO/LCPO/LPO/ IDIS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG/ESG Staff, NEIC, JSOC, DEVGRU, NSWTACDEVRON, SOCOM and NSW Cmds. Qualifications: IW/SW/AW/EXW
12-16	ISCS ISC IS1	19 Yrs 13.2 7.5	CWO, OCS, MECP,	48	2nd Shore Tour Billet: DLCPO/LPO/WCS/INST/CI Support Officer (CISO) or CI Agent Duty: SEL/DLCPO/LCPO/ECM/ Detailer/ISIC/INST/TRN MGR/ Duty: JIOC/JOC, NIOC, MIOC/MOC, TYCOM, COCOM, National Agencies, NUMBERED FLT, TRNG Staff, OPNAV, Cyber Teams, Attaché, SOCOM and NSW Cmds, NCIS, BCME, Bupers/NPC, NECC and Expeditionary Groups/Cmds, (EOD, NMCB & Maritime Security) Expeditionary Warfighting Development Center, Task Force Staff, Expeditionary Training and Evaluation Unit. Qualifications: IW, Various Watch quals, MTS
8-12	ISC IS1 IS2	13.2 Yrs 7.5 3.9	OCS, MECP,	36	2nd Sea Tour Billet: LCPO/LPO/IDIS/WCS Duty: CVN, LHD, DDG/CG, SQDN, FID, CSG/ESG Staff, NEIC, JSOC, DEVGRU, NSWTACDEVRON and NSW Cmds, NECC and Expeditionary Groups/Cmds, (EOD, NMCB & Maritime Security) Expeditionary Warfighting Development Center, Task Force Staff, Expeditionary Training and Evaluation Unit. Qualifications: IW/SW/AW/EXW

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
4-8	IS1 IS2 IS3	7.5 Yrs 3.6 1.9	MAGTF CI/HUMINT Training, STA-21, OCS, MECP	36	1st Shore Tour Billet: All-Source, Strike, Imagery, Expeditionary, HUMINT Analyst, CI Support Officer (CISO) or CI Agent Duty: JIOC/JOC, FLT Staff, NIOC, National Agencies, MIOC/MOC, TRNG Staff, NCU, JSOC, DEVGRU, SOCOM and NSW Commands, Cyber Teams, Attaché, NCIS, BCME, NECC and Expeditionary Cmds (EOD, NMCB & Maritime Security). Qualification: IW/SW/AW/EXW, MTS. K10A: GEOINT Professional Certification – Imagery Analyst (GPC-IA),
1-4	IS2 IS3	3.6 Yrs 1.7	MAGTF CI/HUMINT Training, Naval Academy, NROTC, STA-21	36	1st Sea Tour Billet: All-Source, Strike, Imagery, Expeditionary, HUMINT Analyst. Duty: CVN, LHD, SQDN, FID, NUMBERED FLT MOC/MIOC, NEIC, SOCOM and NSW Cmds, NECC and Expeditionary Cmds(EOD, NMCB & Maritime Security) Qualifications: IW/SW/AW/EXW K10A: GEOINT Professional Certification – Fundamental (GPC-F)
1+/-	SEAMAN Accession Training	9 Months			Recruit Training and all schools or training events are required to be completed prior to reporting to their first operational command

Notes:

1. "A" School required.

2. IS's must maintain a valid adjudicated TS/SCI security clearance.

3. Typical Sea/Shore Flow for the IS Rating is 36/36 for first Sea/Shore tour, and 36/48 for second tour and beyond. In accordance with MPM 1360-101 (Enlisted Assignment System), equitable distribution across activities and personnel inventory may not respect established sea shore flow in order to ensure Sailors are assigned to a variety of duty assignments to gain experience necessary to advance and excel within their rating. Specific NECs including K10A, K13A, K23A, K27A & K37A have limited opportunities at sea in the ranks of E6-E9. Back to back shore in these NECs and ranks should NOT be viewed negatively as the rating must grow mastery level Intelligence Specialist in respective NECs.

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4. NSW and Expeditionary Command tours can range from 48-60 months. Proven performance during tours with NSW and Expeditionary builds credibility with operators and may lead to a request for another tour. This should be viewed the same as a sought after subject matter expert and not someone remaining in place to avoid transfer.

5. Specific NECs including K10A, K13A, K23A, K27A & K37A have limited opportunities at sea in the ranks of E6-E9. Back to back shore in these NECs and ranks should NOT be viewed negatively as the rating must grow mastery level Intelligence Specialist in respective NECs.

6. The IS rating supports missions across every warfighting discipline. Specifically, our Sailors are assigned to operational duty in support of warfighters and key tactical decision makers, often in harm's way. This affords Sailors multiple opportunities to fill challenging and enhancing assignments where they lead Sailors, develop technical skills that support career development. The following assignments are NOT listed in priority order and should ALL be given equal consideration:

   a. Traditional sea duty tours. The successful completion of a challenging department or division leadership role (LPO/LCPO) afloat is essential in developing the technical and leadership skills sought in senior enlisted ISs.
   b. Naval Special Warfare Development Group (DEVGRU) is a CNO priority one critical billet and considered sea intensive duty. With documented leadership and greater community impact, special consideration should be given to ISs who are successful at these carefully screened special duties.
   c. Joint Special Operations Command (JSOC), Naval Special Warfare Development Group (DEVGRU), Special Reconnaissance Teams (SRT), and Naval Expeditionary Intelligence Command (NEIC) require additional candidacy screenings and are considered challenging and enhancing tours.
   d. Independent Duty Intelligence Specialist (IDIS). The IDIS role is unique as the only intelligence analyst onboard; this is one of the most challenging opportunities in our rating.
   e. Numbered Fleet MOC/MIOC, afloat Carrier Strike Groups, Amphibious Readiness Groups, and Expeditionary Staffs provide keen insight into intelligence planning, management, and the execution of intelligence operations afloat. Qualification as a Flag or Fleet Intelligence Watch Officer (FIWO) is the highest level demonstrated operational technical proficiency for SUPPLOT, EXPLOT, or Numbered Fleet MOC/MIOC, and should be considered favorably.
   f. Naval Criminal Investigative Service (NCIS) and Brooks Center for Maritime Engagement (BCME) are executing critical CNO priority counterintelligence missions designed to protect our Navy forces, equipment, installations and technology. Assignments with NCIS and BCME require additional candidacy screening and members go on to conduct advanced counterintelligence activities in support of CNO strategic level requirements across the Fleets at afloat, ashore and cyberspace commands. A successful tour as a CI Support Officer or CI Agent should be considered favorably.

7. Shore duty makes up more than 60% of the IS rate, allows multiple opportunities to fill enhancing, challenging assignments. This can hone Sailors analytic skills through focusing, further developing technical expertise. These various shore duty opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.
   a. Successful completion is defined by the member earning competitive performance marks on their evaluations
   b. The successful completion of a challenging department or division leadership role (LPO/LCPO) at a Numbered Fleet MOC/MIOC, JIOC, JAC, or JOC is essential in developing the technical and leadership skills sought in senior enlisted ISs
   c. Instructor duty
   d. Navy Special Warfare (NSW) support billets
   e. Expeditionary Warfare (EXW) support billets
   f. Centers of excellence
   g. Focused scope of work
   h. Counter-Intelligence (CI) support billets

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8. Attaché duty is for Sailors who possess the ability to succeed in dynamic administrative environments and are able to advise their country's attaché on various diplomatic missions. These tours offer new perspective and opportunities. When considering Attaché in a Sailors career history, special consideration should be given to areas with extremely challenging geo-political environment or location, to include the following in alphabetical order: Algeria, China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), India, Israel (Jerusalem), Lithuania (Vilnius), Peru, Russia (Moscow), Sengal (Dakar), Sri lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).

9. Special consideration should be given to IS's who demonstrate rating involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS Development, Navy Tactical Techniques and Procedures(NTTP) revisions, Naval Warfare Publication (NWP) revisions, Joint Publication revisions, Advancement Exam Readiness Review, and Course Curriculum Development and Training Readiness Reviews.

10. All IS's are expected to maintain technical expertise, while expanding rating knowledge. Fully qualified Sailors will be able to show a dynamic progression throughout their career by displaying success in challenging assignments commensurate with their paygrade. Successfully completing a tour at a command that possess a large summary group, especially where there is opportunity to lead peers and develop juniors, is recommended but not required.

11. Sailors should also have challenging command/department collateral duties and other qualifications that support command mission and leadership. They should be in positions that allow enlisted leaders the ability to develop subordinates and mentor them in proper career progression.

12. Special program (Recruiting/RDC, etc) availability is at the discretion of the detailer/ECM and based on rating health.

13. Shanower Intelligence Specialist of the Year, RADM Edwin T Layton Leadership Award, VADM Rufus Taylor Award for Instruction recipients should be considered in a similar way to Sailors of the Year. These awards are a recognition of excellence in performance of intelligence tradecraft and recipients are considered through a board process akin to Sailor of the Year by a panel of Senior Intelligence Officers and IS Senior Enlisted Community Leadership.

14. NEC's include:

K070 – Intelligence Specialist A School (NEC Activated in Oct 2019)
K10A – Geographic Intelligence (GEOINT) Analyst
K13A – Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
K23A – Strike Warfare Intelligence Analyst
K27A – Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst
K36A – Operational Intelligence Analyst (NEC Activated in OCT 2019)
K37A – Cyber Threat Intelligence Analyst (NEC Activated in MAR 2019)

Considerations for advancement from E6 to E7

1. Sea Assignments (CVN, LHD, LHA SQDN, FID, LPD, CG, DDG (IDIS), Expeditionary (EOD, NMCB and Maritime Security), NSW support
   - Should be qualified OOD(I/P) DDG/CG; JOOD (I/P) CVN/LHD; NSW JOC Watch qualified, NSW NEC 854A (Combat Service Support)/837A (Combat Support), Tactical Operations Center (TOC) Intelligence Watch Officer.
   - Intelligence qualified FIWO, FIWA, Targeteer, Independent Duty Intelligence Specialist (Ship's Intelligence Officer), Collection Manager
   - Master Training Specialist/Afloat Training Specialist (MTS/ATS) and Enlisted Warfare qualifications are expected, when available at commands

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- Serving as a Joint Special Operations Task Force J2 or Deputy J2
- Serving as Task Force/Task Group/Task Unit/Task Element N2
- Serving as an independent duty liaison Officer with Inter Agency partners
- CSTT/DCTT/ATTT team or other Training Team member. Repair locker leader or other Damage Control organization involvement
- Command/Asst Command Collateral (ie: ACFL, CCC, 3M WCS)
- FCPOA leadership or influential involvement
- Sailor 360 leading and influential involvement
- Should have served as LPO if not assigned an independent duty role
- Assistant Watchbill Coordinator with documented performance

2. Shore Assignments (all)
- Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS "A" School or "C" school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
  o MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/CRG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement
  o ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command.
- FIWO Qualification at Numbered FLT MOC/MIOC should be given favorable consideration
- Command/Asst Command Collateral (ie: ACFL, CCC, 3M WCS)
- FCPOA leadership or influential peer group involvement
- Sailor 360 leading and influential involvement
- Should have served as LPO if not assigned an independent duty role
- Favorable consideration should be given to Attaché duty and in particular to areas with extremely challenging geo-political environments which include the following in alphabetical order: China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), Israel (Jerusalem), Lithuania (Vilnius), Russia (Moscow), Sengal (Dakar), Sri Lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).
- Cyber billets contain a unique perspective of OPINTEL for IS's who serve in Cyber Mission Force billets or 10th Feet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO. At the team level, National Mission Team (NMT), Cyber Mission Team (CMT) or Cyber Protection Team (CPT)/Combat Strike Team (CST), should be qualified as an All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA)
- Personnel assigned to NCIS or BCME in CI Support Officer or CI Agent billets answering CNO strategic level requirements
- Bupers/NPC: Junior Detailer
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given favorable consideration

Considerations for advancement from E7 to E8

1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), Expeditionary (EOD. NMCB, and Maritime Security), NSW support, Tactical Operations Center (TOC) Intel Watch Officer.
- Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer, Collection Manager
- Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting
- Should have served as Div/Dept LCPO if not assigned to an independent duty role
- Serving as a Joint Special Operations Task Force J2 or Deputy J2
- Serving as Task Force/Task Group/Task Unit/Task Element N2
- Serving as an independent duty liaison Officer with Inter Agency partners

- TAO, CICWO, SURFACE, OOD (I/P and U/W), Section leader, and other outside the normal scope (ie: TAO, OOD (U/W) ATTWO would be considered an exceptional qualifications)
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
- CSTT (expected)/DCTT team or other Training Team Leaders as well as Repair Locker Leader would be outside normal scope
- Command Collateral with documented impact
- Sailor 360 management
- CPOA involvement in leadership position/CPO Initiation leading a committee or sponsor
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/ Collections Manager (GPC-CM) should be given favorable consideration

2. Shore Assignments (all)
- Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS "A" School or "C" school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
- Members serving at Warfighting Development Centers developing doctrine and training in advanced tactics, techniques, and procedures across assigned combat mission areas
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
    - MTS is a NETC program. All learning center instructors fall under NETC as TYCOM. Other organizations (ATG/CRG/etc.) although have valid 805A billets, do not fall under NETC as TYCOM and MTS is not a requirement
    - ATS is an Afloat Training Group Program. Personnel assigned to ATG should qualify ATS if available at current command.
- Defense Attaché, Recruit Division Commander, and Recruiting are carefully screened billets. Special program availability is at the discretion of the detailer/ECM and based on rating health.
- Favorable consideration should be given to Attaché duty and in particular to areas with extremely challenging geo-political environments which include the following in alphabetical order: China (Beijing), Croatia (Zagreb), Egypt (Cairo), Finland (Helsinki), Gabon (Libreville), Israel (Jerusalem), Lithuania (Vilnius), Russia (Moscow), Sengal (Dakar), Sri Lanka (Colombo), Tanzania (Dar Es Salaam), Turkey (Ankara).
- Command Collaterals with documented impact
- Sailor 360 management
- CPOA involvement in leadership position/CPO Initiation Overall Lead or Team Lead
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer, SIGINT Watch Officer, Assistant Battle Watch Commander, and break out as Division or Directorate LCPO. At the team level, NMT, CMT or CPT/CST, should be qualified as Lead All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA)
- Leading their Task Forces as the Training, Readiness, and Exercise Manager (TREX) is highly encouraged
- Personnel assigned to NCIS or BCME in CI Support Officer billets answering CNO strategic level requirements
- Bupers/NPC: Rating Evaluator
- Personnel with K10A NEC's certifying as GEOINT Professional Certification: ~~Geospatial Analyst (GPC-GA) and/or GEOINT Professional Certification/~~ Collections Manager (GPC-CM) should be given favorable consideration

Considerations for advancement from E8 to E9

1. Sea Assignments (CVN, LHD, LHA, LPD, CG, DDG (IDIS), NSW support and Expeditionary (EOD. NMCB, and Maritime Security)
- Serving as or previously served as Dept/Div LCPO when available
- Intelligence qualified FIWO, FIWA, Targeteer, Intelligence Officer, Tactical Operations Center (TOC)

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Intel Watch Officer

- Technical acumen/proficiency should weigh heavily, as technical expertise is crucial to warfighting
- Serving as a Joint Special Operations Task Force J2 SEA or J2
- Serving as Task Force/Task Group/Task Unit/Task Element SEA or N2
- TAO, CICWO, SURFACE, OOD (I/P and U/W), Section leader, and other outside the normal scope (ie: TAO, OOD (U/W) ATTWO would be considered an exceptional qualifications)
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
- CSTT (expected)/DCTT team or other Training Team Leaders as well as Repair Locker Leader would be outside normal scope
- Command Collateral with documented impact
- Sailor 360 management/mentorship
- CPOA involvement in leadership position
- CPO Initiation Lead preferred but Committee Leads as well
- Section Leader with documented impact

2. Shore Assignments (all)
- Serving as the CSEL or Dept LCPO at a major Navy, Numbered FLT MOC/MIOC, Joint command, or National Agency. Served in an IS Rating Specialist tours (Detailing, ECM, Placement Coordinator, Rating Evaluator etc.) FIWO Qualification at Numbered FLT MOC/MIOC should be given favorable consideration.
- Personnel assigned to JIOCs, JACs ONI Centers, Numbered Fleet MOC/MIOCs, COCOMs, IS "A" School or "C" school instructors. Assessors and mentors associated with Fleet Response Training Plan assessments, with strong summary group breakouts and/or ATS qualification (CSG 4 and CSG 15). Due to multiple UICs within JIOCs/ONI, or Joint assignments, soft breakouts should be looked upon favorably.
- Assignment as the Numbered Fleet, TYCOM, or Force rating lead
- Personnel assigned to ISIC, OPNAV, NPC, IS "A","C", and/or "F" schools in leadership positions
- MTS/ATS and Enlisted Warfare qualifications are expected, when available at commands
- Command Collateral with documented impact
- Sailor 360 management/mentorship
- CPOA involvement in leadership position
- CPO Initiation involvement and leading a committee
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer (FIWO) and serve as the Directorate/Department LCPO. Qualify All-Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling, and demonstrate technical proficiency via command/mission impact. Demonstrate leadership of dynamic collection efforts across multiple teams
- Personnel assigned to NCIS or BCME in CI Support Officer or CI Agent billets answering CNO strategic level requirements

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YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
26-30	ISCM	19.6 Yrs	CMDCM	N/A	CNIFR HQ/Region Staff, Major Command Billet: HQ CMDCM, CNIFR Region Staff Qualification: NEC 8CMC
23-26	ISCM ISCS	19.6 Yrs 16.8	CMDCM, CMC, CSC, CWO, DIRCOM, OCS	N/A	CNIFR HQ/Region Staff, COCOM, DIA, JIOC, NGA, ONI, USFF Billet: CMDCM, Unit LCPO/DLCPO Qualification: NEC 8CMC, CSC
20-23	ISCM ISCS ISC	19.6 Yrs 16.8 12.3	CMC, CSC, CWO, DIRCOM, Attaché	N/A	CNIFR HQ/Region Staff, COCOM, DIA, JIOC, NGA, ONI, SUB INTEL Billet: CMDCM Unit LCPO/DLCPO Embed Duty: NSW, CRS, Seabee, NCIS 4th MOB (3rd for Prior Service) Qualification: NEC 8CMC, CSC
16-20	ISCS ISC IS1	16.8 Yrs 12.3 7.9	CSC, CWO, DIRCOM	N/A	CNIFR Region Staff, CNO INTEL, COCOM, DIA, JIOC, NGA, ONI, SUB INTEL, Cyber Billet: Unit LCPO/DLCPO/LCPO/LPO Embed Duty: NSW, CRS, Seabee, NCIS Qualification: CSC
12-16	ISCS ISC IS1	16.8 Yrs 12.3 7.9	CSC, CWO, DIRCOM, Attaché	N/A	CNIFR Region Staff, COCOM, DIA, JIOC, NGA, ONI, SUB INTEL, Cyber Billet: Unit LCPO/DLCPO/LPO 3rd MOB (2nd for Prior Service) Qualification: CSC
8-12	ISC IS1 IS2	12.3 Yrs 7.9 3.6	DIRCOM	N/A	COCOM, CNO INTEL, DIA, JIOC, NCIS, NGA, OCEAN, ONI, SUB INTEL Billet: Analyst, DLCPO, or LPO Embed Duty: NSW, CRS, Seabee 2nd MOB (1st for Prior Service) Qualification: Warfare, Second NEC
4-8	IS1 IS2 IS3	7.9 Yrs 3.6 1.8	STA-21, OCS, DIRCOM	N/A	COCOM, DIA, JIOC, USFF, NGA, OCEAN, ONI, SUB INTEL, Cyber Billet: Analyst or LPO EMBED Duty: Note 4 2nd MOB (1st for Prior Service) Qualification: Warfare, 'F' schools

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ SHORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
1-4	IS2 IS3	3.6 Yrs 1.8	Naval Academy, NROTC, DIRCOM, OCS	N/A	COCOM, DIA, NGA, JICCENT, ONI, SUB INTEL Billet: Analyst EMBED Duty: Note 4 1st MOB (for Non-Prior Service) Qualification: Warfare
1+/-	IS3 ISSN ISSA New Accession Training	1.8 Yrs		N/A	Automatic advancement to IS3 permitted. Member must complete IS 'A' and 'C' school and maintain TS/SCI clearance eligibility. Ref: BUPERSINST 1430.16 and NAVADMIN 200/17.

Notes:

1. "A" School required.

2. IS's must maintain a valid adjudicated TS/SCI security clearance.

3. PRD is typically limited to 36 months. Assignments to Cyber Units, Seal Team 17/18 or "fenced" units can extend beyond typical PRD limits due to additional screening and advanced training requirements. Performance during these extended tours within the NSW community are special screened and as they build credibility with operators are encouraged to stay and should be documented in their evaluations as remaining as subject matter experts.

4. Cross-assignment to an Information Warfare Community (IWC) billet may be required due to geographic limitations based on Sailor's home of record. This may restrict assignment diversity; however, Sailors should make every effort to seek career diversity or diversity in challenging billet assignment. Cross-assignment PRDs are usually limited to 24 months.

5. Embedded billet assignment (EMBED) is not recommended for junior enlisted during first tour; however, assignment may be necessary (See Note 3). Coordination should be made between NOSC CCC office and CNIFR Regional EMBED Coordinator.

6. EIWS is no longer a CNIFR requirement. Only Sailors assigned or mobilized to units under Operational Commands with an approved program have an opportunity to qualify.

7. Reserve Units support their active duty counterparts by Sailors being on various type of orders for extended periods of time which allow multiple opportunities to fill enhancing, challenging assignments. This can hone Sailors analytic skills through focusing, further developing technical expertise. These various opportunities provide insight into intelligence planning, management, budgeting, manpower and the execution of intelligence administration and operations.
    a. The successful completion of a challenging department or division leadership role (LPO/LCPO) at a Numbered Fleet MOC/MIOC, JIOC, JAC, or JOC is essential in developing the technical and leadership skills sought in senior enlisted ISs.
    b. NSW support billets.
    c. Centers of excellence.
    d. Focused scope of work.
    e. Successful completion is defined by the member earning competitive performance marks on their evaluations.
    f. CI support billets

Revised: September 2019

8. Special consideration should be given to IS's who demonstrate rating involvement through participation in important rating modernization functions, including Occupational Standards Review, PQS Development, NTTP, NWP, Joint Publication revisions, Advancement Exam Review, Course Curriculum Development and Reviews.

9. Special consideration should be given to IS's who demonstrate leadership involvement through participation in the following leadership development training *PSEL, JEPD or NAPD*.

10. All IS's are expected to maintain technical expertise, while expanding rating knowledge. Fully qualified Sailors will be able to show a dynamic progression throughout their career by displaying success in challenging assignments commensurate with their paygrade. Successfully completing a tour at a command that possess a large summary group, especially where there is opportunity to lead peers and develop juniors, is recommended but not required.

11. Sailors should also have challenging command/department collateral duties and other qualifications that support command mission and leadership. They should be in positions that allow enlisted leaders the ability to develop subordinates and mentor them in proper career progression

12. NEC's include:

K070 - Intelligence Specialist A School (NEC Activated in Oct 2019)
K10A - Imagery Intelligence Analyst
K12A - Expeditionary Warfare Intelligence Analyst (Will sundown OCT 2019 as part of K36A est)
K13A - Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist
K23A - Strike Warfare Intelligence Analyst
K24A - Operational Intelligence (OPINTEL) Analyst (Will sundown OCT 2019 as part of K36A est)
K27A - Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst
K36A – Operational Intelligence Analyst (NEC Activated in OCT 2019)
K37A – All Source Intelligence Analyst-Intro to Cyber (NEC Activated in MAR 2019)
843A – Navy Debriefer
844A – Defense Strategic Debriefer
845A – Defense Interrogator
846A – Military Source Operations (MSO) Specialist
848A – CI/HUMINT Cyber Specialist
849A – Operational Support Specialist

Considerations for advancement from E6 to E7

Highly competitive/most fully qualified candidates for selection as a Chief Petty Officer have met many or all of the following milestones:
- Demonstrated leadership and subordinate development utilizing technical expertise via earned platform PQS/watch qualifications, GEOINT Professional Certification (GPC) Proficiency Levels (PL) I-IV, Intelligence Fundamentals Proficiency Certification (IFPC), or other Navy Credentialing programs (i.e., Navy COOL)
- Demonstrated institutional expertise through completion of Professional Military Education (PME), Primary PME, Senior Enlisted Joint PME (SE-JPME) Phase I, or advanced civilian education or certifications/ qualifications demonstrating civilian transferability of skills
- Demonstrated rating subject matter expertise (SME) through community engagements and participation in A, C, and F School Training Requirements Reviews (TRR), Occupational Standards (OCCSTDs) reviews/development, etc.
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Served as LPO or divisional LPO for large unit or any periods of documented acting Unit LCPO duties
- Diversity in billet or platform assignment (Note 3 and 4); to include: COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.

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- Diversity in challenging command-level collaterals that support command mission and leadership (e.g. CFL, Unit Cross-Assignment Coordinator, Command Career Counselor, Urinalysis Program Coordinator (UPC), etc.).
- Leader in Sailor 360 program
- Held FCPOA leadership position(s)
- Cyber billets contain a unique perspective of OPINTEL for IS's who serve in Cyber Mission Force billets or 10th Feet staff. Those assigned at staff level, should qualify as Fleet Intelligence Watch Officer, and break out as Directorate LPO. At the team level, National Mission Team (NMT), Combat Mission Team (CMT) or Combat Support Team (CPT), should be qualified as an All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Operational Target Development Analyst (OTDA)

Considerations for advancement from E7 to E8

Highly competitive/most fully qualified candidates for selection as a Senior Chief Petty Officer have met many or all of the following milestones:

- Demonstrated leadership of subordinates and peer development utilizing technical expertise through earned platform PQS/watch qualifications, GPC PL I-IV, IFPC, or other Navy COOL programs
- Demonstrated institutional expertise through completion of Senior Enlisted Academy (SEA), Prospective Senior Enlisted Leader (PSEL) course, Reserve Senior Enlisted Management (RSEM), Navy Reserve Unit Manager's (NRUM) course, PPME, SE-JPME Phase I/II, CNIFR Regional Triad Leadership conferences, or advanced civilian education or certifications/qualifications demonstrating civilian transferability of skills
- Demonstrated rating SME in community engagements through participation in A, C, and F School TRRs, Reserve Intelligence Leadership Summit (RILS), OCCSTDs, AERRs, etc.
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors

4

- Diversity in billet or platform assignment (Note 3 and 4); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.
- Leader in Sailor 360 program and in CPO Initiation
- Held CPOA leadership position(s)
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer, SIGINT Watch Officer, Assistant Battle Watch Commander, and break out as Division or Directorate LCPO. At the team level, NMT, CMT or CPT, should be qualified as Lead All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) or Lead Operational Target Development Analyst (OTDA)

Considerations for advancement from E8 to E9

Highly competitive/most fully qualified candidates for selection as a Master Chief Petty Officer have met many or all of the following milestones:
- Demonstrated leadership of subordinate and peer development utilizing technical expertise through earned platform PQS/watch qualifications, GPC PL I-IV, IFPC, or other Navy COOL programs
- Demonstrated institutional expertise through completion of SEA, PSEL, NRUM, PPME, SE-JPME Phase II, CNIFR Regional Triad Leadership conferences, or advanced civilian education or certifications/qualifications demonstrating civilian transferability of skills
- Demonstrated rating SME in community engagements through participation in A, C, and F School TRRs, RILS, OCCSTDs, AERR, etc. and/or selection as CNIFR Rating Advisor
- Completion a rate-specific mobilization or other active duty assignment in support of fleet, joint, or special operations
- Assignment as unit LCPO, especially where there are large summary groups and opportunity to lead peers and develop juniors
- Diversity in billet or platform assignment (Note 3 and 4); to include: CNIFR HQ (TYCOM) or Regional Staff, LCPO of COCOM, ONI, DIA, NSW, Expeditionary, Cyber, EMBED, etc.
- Leader in Sailor 360 program and in CPO Initiation
- Held CPOA leadership position(s)
- Cyber billets contain a unique perspective of OPINTEL for IS's. At a Cyber command, Sailors should qualify Fleet Intelligence Watch Officer (FIWO) and serve as the Directorate/Department LCPO. Qualify All Source Intelligence Analyst-Introduction to Cyber (ASIA-ITC) through formal schooling, and demonstrate technical proficiency via command/mission impact. Demonstrate leadership of dynamic collection efforts across multiple teams

Revised: September 2019

Intelligence Specialist
Occupational and Readiness Standards (OaRS) to E4
NAVEDTRA 44052

NAME:

These Occupational and Readiness Standards (OaRS) may be used to validate minimum competencies for performing various rating-specific tasks in paygrade E4 in this rating. OaRS is based on the Occupational Standards (OCCSTDs) for the rating/paygrade. An E4 should possess the minimum competencies of their rating/paygrade, whereby OaRS may provide benefits as a tool to train towards and track those competencies achieved.

OaRS does not address ship/unit/system specific standards, which may be covered within Personnel Qualification Standards (PQS), Job Qualification Requirements (JQR), or local training/qualification programs. OaRS addresses the overall rating at the E4 level, not the Sailor's position, billet, or duty assignment.

Generally, each OaRS task area encompasses one or more occupational standards on the same or similar subjects and is written in on-the-job rating language. Completion indicates the Sailor can perform the tasks or can articulate knowledge of the tasks. If circumstances exist that limits a Sailor's ability to effectively demonstrate any OaRS task element due to equipment configuration, mission, or operational status, the Sailor can seek training or understanding from his/her peers, leadership, or refer to technical manuals.

OaRS completion is voluntary and is not designed to replace other qualification programs (e.g. PQS, JQR). OaRS items that duplicate "sign off" items in these types of programs can be signed off if they have already been signed off under any of these types of programs.

Task signatures are completed between the Sailor and the Sailor's supervisor, Leading Petty Officer (LPO) or E5 or above designee. Task sections are signed off by the Division Leading Chief or designee. Endorsement of completion of all OaRS tasks/sections are validated by the Division Officer, Department LCPO, Department Head, and Command Career Counselor (CCC).

ANALYSIS

Task Objective	** Supv Init	Date
Access friendly and adversary Order Of Battle (OOB) characteristics		
Analyze all-source information		
Analyze all-source intelligence across all warfare domains		
Analyze collection results		
Analyze Indications and Warnings (I&W)		
Analyze Maritime Security Operations (MSO) intelligence		
Analyze strike mission threats		
Apply geographic positioning data from a map, image or geospatial data		
Apply structured analytic techniques and tools		
Assess adversary activities across all warfare domains		
Assess physical characteristics of the target environment		
Build pattern analysis		
Collate threat reporting		
Communicate Computer Network Operations (CNO)		
Communicate Cyber Mission Force (CMF) structure		
Compile data from multiple intelligence disiplines		
Conduct Joint Intelligence Preparation of the Operational Environment (JIPOE)		
Correlate cyberspace-related Tactics, Techniques, and Procedures (TTP)		
Demonstrate merchant ship's rigging/classification		
Determine intelligence gaps		
Develop predictive analysis		
Explain Counterintelligence Operations (CIO)		
Explain Counterintelligence/Human Intelligence (CI/HUMINT) architecture		
Explain interrogation		
Explain Military Source Operations (MSO)		
Perform analytical processes, methodologies, and approaches		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
Any person who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.
(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

COLLECTION

Task Objective	** Supv Init	Date
Analyze U.S., coalition, and adversary intelligence surveillance and reconnaisance capabilities		
Apply collections management process		
Apply Essential Elements of Information (EEI)		
Collect full motion video		
Conduct mission debriefs		
Perform Operational Tasking (OPTASK) directed intelligence collections		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
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DISSEMINATION

Task Objective	** Supv Init	Date
Brief intelligence products		
Disseminate intelligence products		
Provide threat Indications and Warnings (I&W)		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
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GEOSPATIAL INTERPRETATION

Task Objective	** Supv Init	Date
Annotate imagery targeting materials		
Assess image interpretability		
Demonstrate imagery based funneling		
Employ imagery system architecture		
Exploit full motion video		
Exploit imagery		
Make use of geospatial data		
Order images manually (e.g., adhoc)		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
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(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

INTELLIGENCE PRODUCTION

Task Objective	** Supv Init	Date
Build intelligence products (e.g., briefs, messages, point papers, etc.)		
Build strike support graphics		
Build target packages		
Compile data into intelligence support systems (e.g., strike and intelligence processing systems)		
Construct cyber intelligence products (e.g., briefs, threat assessments, messages, point papers, etc.)		
Create Geospatial Information and Services (GI&S) products		
Create intelligence briefings		
Develop intelligence reports		
Develop link analysis diagrams		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

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MAPS AND CHARTS

Task Objective	** Supv Init	Date
Annotate maps and charts		
Explain various types of maps and charts		
Interpret maps and charts		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
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(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

MISSION PLANNING AND OPERATIONS

Task Objective	** Supv Init	Date
Conduct cyber Operational Preparation of Environment (OPE)		
Employ imagery-based intelligence products		
Employ targeting support data		
Explain the Law of Armed Conflict (LOAC) in regards to intelligence operations		
Maintain intelligence plots		
Review Battle Damage Assessment (BDA)		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
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(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

SECURITY AND ADMINISTRATION

Task Objective	** Supv Init	Date
Apply information security policies and procedures		
Apply personnel security policies and procedures		
Apply physical security procedures		
Apply Sensitive Compartmented Information (SCI) security classification markings		
Comply with Intelligence Oversight (IO) program		
Destroy Sensitive Compartmented Information (SCI) material		
Determine Sensitive Compartmented Information (SCI) classified material releasability		
Explain intelligence systems architecture		
Explain Sensitive Compartmented Information Facilities (SCIF) policies		
Maintain Sensitive Compartmented Information (SCI) holdings		
Query imagery databases		
Sanitize Sensitive Compartmented Information (SCI)		

** Supv Init may be LPO or E5 or above designee

DIVISION LEADING CHIEF (OR DESIGNEE) SIGNATURE:

PENALTY STATEMENT
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(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

COMMAND ENDORSEMENT

Command signatures signify the meeting of the minimum competencies for those in paygrade E-4 in this rating.
Signature level at discretion of command.

DIVISION OFFICER:

_____

DEPARTMENT LCPO:

_____

DEPARTMENT HEAD:

_____

COMMAND CAREER COUNSELOR:

_____

PENALTY STATEMENT
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(Aug. 10, 1956, ch. 1041, 70A Stat. 71; Pub. L. 114–328, div. E, title LX, § 5419, Dec. 23, 2016, 130 Stat. 2946.)

Command Comments – Command Use Only:

Enlisted Community Manager Comments:

Once an individual Sailor's Occupational and Readiness Standards (OaRS) have been completed and endorsed by the Command Career Counselor (CCC), documentation of completed OaRS by the Command Pay and Personnel Administrator (CPPA), Training Officer, or other authorized command representative will be via Navy Standard Integrated Personnel System (NSIPS) within the Personnel Qualifications section, or Advanced Skills Management (ASM) within the Qual/Cert Records tab. Entries will generate an Enlisted Service Record (ESR) and Electronic Training Jacket (ETJ) entry. These entries provide Sailors with electronic documentation of OaRS completion as well as Command and Navy stakeholders ability to monitor the execution of OaRS.

LaDR
NAVY LEARNING and DEVELOPMENT ROADMAP

Intelligence Specialist
Seaman Recruit to Seaman

NAME:

SKILL TRAINING
(Schools, courses and assignments directly related to occupation)

REQUIRED SKILL TRAINING

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Intelligence Specialist "A" School [1]	IWTC Virginia Beach	A-243-1388	70 days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.

RECOMMENDED SKILL TRAINING

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
Supplementary Plot/Expeditionary Plot Team Trainer [1]	IWTC Virginia Beach / IWTC San Diego	A-243-0008	5 days	
Amphibious Readiness Group and Marine Expeditionary Unit Intelligence Operations Course (AMIOC) [1]	IWTC San Diego / MTT	J-150-2966	10 days	
Red Database Track Management & Intelligence Applications Course [1]	IWTC Virginia Beach / IWTC San Diego	A-150-2958	5 days	
Fusion Analysis Team Trainer [1]	IWTC Virginia Beach / IWTC San Diego	A-243-0051	5 days	
Afloat Information Warfare Intelligence Team Trainer [1]	IWTC Virginia Beach / IWTC San Diego	A-243-0052	5 days	
Naval Special Warfare Intelligence Course [1]	IWTC Virginia Beach / IWTC San Diego	A-243-0012	20 days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.

NAVY ENLISTED CLASSIFICATION CODE (NEC) OPPORTUNITIES

Course Title	Course Location	CIN/CSE/ACE ID	Course Length	Date Completed
K10A - Geospatial Interpretation Analyst [1]	IWTC Virginia Beach	A-242-1348	74 days	
K13A - Navy Tactical HUMINT Course / MAGTF-CI [1]	IWTC Virginia Beach	J-244-0944	91 days	
K23A - Strike Warfare Intelligence Analyst; Must hold K10A NEC prior to attendance [1]	NAWDC, NAS Fallon	E-242-1001	40 days	
K36A - Operational Intelligence Analyst Course [1]	IWTC Virginia Beach / IWTC San Diego	A-243-1344	50 days	
K37A - Cyber Threat Intelligence Analysis Course (CTIAC) [1]	IWTC Virginia Beach	A-232-4413	20 days	

1 - Reserve opportunities may exist, contact Reserve Forces Code N7 for authorization.

JOB DESCRIPTION

Intelligence Specialists (IS) assist in every phase of the planning, collection, processing, analysis, and dissemination of intelligence in support of all warfare domains, both ashore and afloat; prepare and present intelligence products; provide input to and receive data from organic and non-organic sources; maintain files, libraries, and databases.

K070 - Intelligence Specialist (IS) "A" School Assists in every phase of the planning, collection, processing, analysis and dissemination of intelligence in support of all warfare domains, both ashore and afloat; prepares and presents intelligence briefings; provides input to and receives data from organic and non-organic sources; maintains files and libraries.

K10A - Geospatial Intelligence (GEOINT) Analyst Performs as geospatial interpreters and basic strike support fundamentals afloat and ashore under all conditions with limited supervision. Performs TCPED of imagery and geospatial information to describe, assess and visually depict physical features and geographically referenced activities on the earth; detect and report on observed image activities that are of significant military, civilian, industrial, infrastructure, and environmental importance to decision makers and warfighters; use soft-copy imagery interpretation and manipulation skills to identify adversary disposition and location; OOB to include TTPs; identify employment of CC&D, and identification of emerging capabilities, research and development; study and conduct exploitation of LOCs, strategic industries, military and civilian infrastructure, HLZs, beach studies, and terrain classification in support of JIPOE; contribute to the COP by precisely locating activities and objects, assessing and discerning the significance of activities and events observed on imagery, and by providing a context for warfighters and decision makers through the production of imagery reports and graphic products; utilize all aspects of GEOINT, literal or non-literal, to provide tailored GEOINT products; and play an important part in BDA/BHA, HA/DR, and NEO.

K13A - Navy Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialist The mission of the Navy Tactical HUMINT Specialist is to acquire intelligence information from human sources in response to validate Navy and national requirements by supervising and conducting tactical HUMINT collection operations. The Navy Tactical HUMINT Specialist supervises and conducts tactical HUMINT collection operations that include, but are not limited to, debriefings, interrogations and elicitations in English and foreign languages for positive intelligence and force protection information; facilitating in theater military source operations (MSO), screening of HUMINT sources and documents to establish priorities for exploitation; under CI supervision, plans and participates in Counterintelligence and Force Protection Operations (CFPO); coordinates the translation and exploitation of captured enemy documents, foreign language and open source publications; prepares and edits appropriate intelligence and administrative reports; utilizes CI/HUMINT reporting and communications equipment; uses interpreters and manages interpreter/translator operations; conducts liaison and coordination in foreign language with host nation agencies; conducts analysis and performs briefings and debriefings as required.

K23A - Strike Warfare Intelligence Analyst Performs target development; Target Coordinate Mensuration (TCM) to generate precision coordinates, graphic, textual, tabular, digital, video or other representations of target intelligence designed primarily to support operations against designated targets by one or more weapons systems in support of Deliberate or Dynamic Targeting and Target Material Production (TMP) within the joint targeting process; produces Joint Desired Point of Impact (JDPI) data records and associated JDPI graphics (JDPI-G) to the MIDB or other community databases; assists with maintenance and updates local/unit target lists; performs imagery research, ordering and ingest; performs imagery screening and analysis in support of TCM; maintains local library of National Geospatial-Intelligence Agency (NGA) approved Digital Point Positioning Database (DPPDB) and imagery for TCM use; conducts Collateral Damage Estimations (CDEs), conducts Joint Intermediate Target Development (JITD) to develop target deck nomination.

K27A - Advanced Strike and Tomahawk Land Attack Missile (TLAM) Mensuration Analyst Produces imagery based mission planning products for use by the TLAM. Provides advanced imagery processing, exploitation, geopositioning and TLAM navigation product production support to the Tomahawk Strike and Fleet Mission Planning Cells (TSMPC) and the Maritime Component Commander (MCC). Processes and performs analysis of digital imagery data using the targeting and navigation toolset and the common geopositioning services in support of TLAM terminal navigation products: digital scene matching area correlator, vertical update point, and digital elevation matrix needed for TLAM cruise missile mission planning.

K36A - Operational Intelligence (OPINTEL) Analyst Performs Tasking, Collection, Processing, Exploitation and Dissemination (TCPED) of information to produce relevant and timely intelligence; provide Indications and Warnings; performs OPINTEL watch standing; conducts threat assessments; generates intelligence reports, briefs, assessments and summaries; performs Joint Intelligence Preparation of the Operational Environment (JIPOE) and all-source fusion analysis; performs predictive analysis utilizing identified/correlated trends and patterns; conducts debriefing to enhance knowledge of the operating environment; performs target systems analysis and target development; supports Sensitive Site Exploitation (SSE); reviews data for accuracy and reliability of sources; uses Command, Control, Communications, Computer, Collection, Intelligence, Surveillance and Reconnaissance (C4ISR) systems; maintains an all-source intelligence plot; serves as Independent Duty Intelligence Specialists.

K37A – All Source Intelligence Analyst-Cyber (ASIA-C) Performs analysis of threat information from multiple sources, disciplines, and agencies across the government and Intelligence Community. Synthesizes and places intelligence information in context; draws insights about the possible implication. Conducts all-sources Joint Intelligence Preparation of the Operational Environment (JIPOE) at Combatant Command (COCOM) level, and Intelligence Preparation of Battlespace (IPB) at the tactical and Fleet level commands; responds to Requests For Information (RFI), and submits intelligence collection and production requirements to national assets in support of planning and operations, and joint targeting. Produces timely, fuse all-source cyberspace operations intelligence products (e.g., threat assessments, briefings, intelligence studies, country studies, etc.). Identifies state and non-state cyber actors, Tactics, Techniques, and Procedures (TTP), providing intelligence analysis and support to command designated exercises, planning activities, and Time Sensitive Target (TST) operation. Conducts Nodal analysis of cyber actors and systems. Collaborates with Intelligence Community (IC) analysts involved in cyberspace operations intelligence or related areas. Drafts and maintains Commanders Critical Information Requirements (CCIR), Priority Intelligence Requirements (PIR), Essential Elements of Information (EEI), produces and submits RFIs based on these requirements.

K38A - Joint Targeting School (JTS) Graduate Conducts integration, prioritization, and synchronization of joint plans, operations, and intelligence in the execution of the Combatant Commander or Joint Task Force Commander's operational objectives throughout the Joint Targeting Cycle; performs basic weaponeering of air-to-surface and surface-to-surface munitions to achieve desired effects against a variety of target types; certified as the Joint Battle Damage Assessment (BDA) and Collateral Damage Estimate (CDE) Analyst.

K39A - Target Development Analyst Develops targets to the basic and intermediate levels of target development per requirements for vetting and are familiar with data basing techniques and standards for Electronic Target Folders.

<u>K40A - U.S. Navy (USN) Targeting Specialist</u> Conducts all phases of target planning and related activities in support of targeting operations and objectives throughout the Joint Targeting Cycle; performs advanced weaponeering of air-to-surface and surface-to-surface munitions to achieve desired effects against a variety of target types. The USN Targeting Specialist is recognized as the subject matter expert for naval targeting and weaponeering.

RECOMMENDED BILLET ASSIGNMENTS

Work as an Intelligence Specialist apprentice for any of the following duties:
Aircraft Carrier Intelligence Center (CVIC), Amphibious Assault Ship (LHA/LHD) Joint Intelligence Center (JIC), Naval Aviation Squadron, Navy Fleet Staff, Navy Intelligence Production Facility, or Navy Expeditionary Intelligence Center.

CVN, LCC, LHD, LHA, LPD, CG, and DDG
Norfolk, VA, San Diego, CA, Everett, WA, Mayport, FL, Yokusoka, Japan, Pearl Harbor, HI

Numbered Fleet
C5F, C6F, C7F

COCOMs, PACOM, NORTHCOM, SOUTHCOM, EUCOM, AFRICOM, CENTCOM
CYBERCOM, SOCOM, STRATCOM, TRANSCOM

Squadrons
VP, VFA, VQ, HCs

FID
FIAF
MCC
NIOCs
JIOCs
NGA
DIA
ONI

PERSONAL AND PROFESSIONAL DEVELOPMENT
(Completed at reporting 60 day Career Development Board)

Command Address

QD Phone Number:

Mobilization UIC:

Naval Reserve Activity:

Division Officer: Phone Number:

Leading Chief Petty Officer: Phone Number:

Leading Petty Officer: Phone Number:

Sponsor/Mentor: Phone Number:

Depart/Division Career Counselor: Phone Number:

Date of Initial Entry to Military Service (DIEMS):   Date of Initial Entry Reserve Forces (DIERF):

Pay Entry Base Date (PEBD):

ADSD: Report Date: EAOS/EOS: PRD: SEA / SHORE: /

PAYGRADE E1/E2 (9 months time in service required for advancement to E2 and E3)
PAYGRADE E3 (6 months time in service required to be eligible for advancement to E4)

Date Advanced: Eligible Advancement Date: Number of times up:

HYT Date: Security Clearance Level: Date Last updated:

Command INDOC complete:

CAREER DEVELOPMENT BOARDS:
Use OPNAVINST 1040.11(ser) & Career Counselor Handbook NAVPERS 15878
Reason for Convening/Discussion Items: (Upon completion update (CIMS) Career Information Management System)

Reporting (within 60 days for active duty or four drill weekends for SELRES) (Date Conducted):

Professional Apprenticeship Career Track (PACT) only:
     6 Month: 12 Month: 18 Month:

24 Month: 48 Month: 60 Month:

Family Care Plan: Mil to Mil:

Sailor 360:   Special Program: Member Request:

HYT 24 months (Date):   HYT Waiver Date: ☐ Approve   ☐ Disapprove

C-WAY-REEN 18 months to EAOS/EOS: Career Waypoint not approved:

Rating Conversion: Navy Formal Training Schools Request ("A"/"C"etc):

Transfer: Separation: Career Status Bonus (election message received):

Physical Fitness Test Failure: Overseas Tour Extension Incentives Program (OTEIP):

Advancement Center: Visit MNP Advancement & Promotion page located under the Career & Life Events Tab
(Items to collect/discuss: Bibliography for Advancement, Enlisted Advancement Exam Strategy Guide, Profile Sheets)

Advancement:

Enlisted to Officer Commissioning Program Application & Administration Manual OPNAVINST 1420.1(series):

Commissioning Programs Applications: (prior to submission, command endorsement):

Seaman to Admiral 21 (STA-21):   Medical Enlisted Commissioning Program (MECP):

Naval Academy: Naval Academy Preparatory School (NAPS):

Officer Candidate School:

QUALIFICATIONS

Sea/Shore General Qualifications Watch Standing Qualifications	Report Date	Completion Date (N/A if not required)
Ship Board Fire Fighting		
Aviation Fire Fighting		
Basic Damage Control		
Advanced Damage Control		
3M 301 Maintenance Person		
3M 302 Repair Parts/Supply Petty Officer		
3M 303 Work Center Supervisor		
3M 304 LCPO/Division Officer		
Messenger of the Watch (MOOW)		
Petty Officer of the Watch (POOW)		
Personnel Qualification Standard		
CVN Intelligence Center (CVIC) and LHD/A Joint Intelligence Center (JIC) Analyst Watch Analyst (NAVEDTRA 43313-2 301)		
Red Database Manager (RDBM) (NAVEDTRA 43344 301)		
Intelligence Team Support to AEMW		
SUPPLOT/EXPLOT		
Ship's Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE) Team Leader (NAVEDTRA 43548-A 304)		
MSI/IPIC		
Intel Support to TASW		
Intel Support to Naval Special Warfare		
Intelligence Support for SSE		
Naval Intelligence FMV/PED Analyst		
Intel Support to Non Standard Maritime		
Space Cadre		

Mandatory warfare qualification for enlisted Sailors assigned to designated warfare qualifying commands:

Warfare qualification programs	Report Date	Completion Date (N/A if not required)
Aviation Warfare Specialist		
Expeditionary Warfare Specialist		
Information Warfare Specialist		
Surface Warfare Specialist		

Rate Specific/Department Qualifications (Add)	Report Date	Completion Date (N/A if not required)
Ship's Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE) Team Lookout (NAVEDTRA 43548-A 301)		
Red Database Manager (RDBM) (NAVEDTRA 43344 301)		
FIWA		
CVN Intelligence Center (CVIC) and LHD/A Joint Intelligence Center (JIC) Analyst Watch Analyst (NAVEDTRA 43313-2 301)		
CVN Intelligence Center (CVIC) and LHD/A Joint Intelligence Center (JIC) Analyst Target Intelligence Cell Watch Analyst (NAVEDTRA 43313-2 302)		
CVN Intelligence Center (CVIC) and LHD/A Joint Intelligence Center (JIC) Analyst Brief / Debrief (NAVEDTRA 43313-2 303)		
Multi-Sensor Interpretation (MSI)/Imagery Processing Intelligence Center (IPIC) Imagery Analyst (NAVEDTRA 43360-5 301)		
Multi-Sensor Interpretation (MSI)/Imagery Processing Intelligence Center (IPIC) Analysis Supervisor (NAVEDTRA 43360-5 302)		
Ship's Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE) Team Recorder (NAVEDTRA 43548-A 302)		
Ship's Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE) Team Photographer (NAVEDTRA 43548-A 303)		
Naval Special Warfare: Intelligence Support for Sensitive Site Exploitation (NAVEDTRA 43550)		
Intelligence Support to Naval Special Warfare (NAVEDTRA 43357-6)		
Naval Special Warfare Full Motion Video / Processing Exploitation and Dissemination (FMV/PED) (NAVEDTRA 43357-7)		
Cybersecurity (NAVEDTRA 43469-B)		

Notes on Qualifications:

CREDENTIALING

Navy Credentialing Opportunities On-Line (Navy COOL): Navy COOL assists Sailors (active & reserve) by funding the certification & licensing exams that map their Navy education, training, experience, and competencies to industry/civilian-recognized credentials and occupational equivalents. Sailors may obtain funding for credential examinations, renewals, maintenance fees, and other mandatory examination administrative fees.

The following certifications and licenses are applicable to the IS-Intelligence Specialist rating. *They may require additional education, training or experience.*

For more information about these credentials, visit NAVY COOL at https://www.cool.osd.mil/usn/.

Target Paygrade	Certifying Agency	Credential Title	Date Completed
E6	American Society for Photogrammetry and Remote Sensing (ASPRS)	Certified GIS/LIS Technologist	
E7	American Society for Photogrammetry and Remote Sensing (ASPRS)	Certified Mapping Scientist, GIS/LIS (ASPRS)	
E5	American Society for Photogrammetry and Remote Sensing (ASPRS)	Certified Photogrammetric Technologist	
E6	American Society for Photogrammetry and Remote Sensing (ASPRS)	Certified Remote Sensing Technologist	
E4	Defense Intelligence Agency PMO (DIA)	Certified Collection Management Professional - Fundamental (CCMP-F)	
E5	Defense Intelligence Agency PMO (DIA)	Certified Defense All-Source Analysis - Level 1 (CDASA-1)	
E7	Defense Intelligence Agency PMO (DIA)	Joint Intelligence Planner-Proficiency Level I (JIP-I)	
E5	McAfee Institute	Certified Counterintelligence Threat Analyst (CCTA)	
E5	McAfee Institute	Certified Cyber Intelligence Investigator (CCII)	
E6	McAfee Institute	Certified Cyber Intelligence Professional (CCIP)	
E4	McAfee Institute	Certified in Open Source Intelligence (C/OSINT)	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Excel Associate (Excel and Excel 2019)	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Access 2016	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Access Expert (Access and Access 2019)	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Excel 2016	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Excel 2016 Expert	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Excel Expert (Excel and Excel 2019)	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Office 2013	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Outlook 2016	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft PowerPoint 2016	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Word 2016	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Word 2016 Expert	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Word Associate (Word and Word 2019)	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Microsoft Word Expert (Word and Word 2019)	

Target Paygrade	Certifying Agency	Credential Title	Date Completed
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): Outlook Associate (Outlook and Outlook 2019)	
E3	Microsoft Corporation	Microsoft Office Specialist (MOS): PowerPoint Associate (PowerPoint and PowerPoint 2019)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Aeronautical (GPC AA-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Applied Science (GPC AS-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Cartography (GPC CA-II)	
E3	National Geospatial-Intelligence Agency	GEOINT Professional Certification Fundamentals (GPC-F)	
E4	National Geospatial-Intelligence Agency	GEOINT Professional Certification GEOINT Collection (GPC GC-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Geospatial Analysis (GPC GA-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Geospatial Data Management (GPC GDM-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Human Geography (GPC HG-II)	
E3	National Geospatial-Intelligence Agency	GEOINT Professional Certification Imagery Analysis (GPC IA-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Imagery Science (GPC IS-II)	
	National Geospatial-Intelligence Agency	GEOINT Professional Certification Maritime (GPC MA-II)	
	Under Secretary of Defense for Intelligence and Security (USD(I&S))	Certified Counter-Insider Threat Professional - Analysis (CCITP-A)	
	Under Secretary of Defense for Intelligence and Security (USD(I&S))	Certified Counter-Insider Threat Professional - Fundamentals (CCITP-F)	
E5	Under Secretary of Defense for Intelligence and Security (USD(I&S))	Intelligence Fundamentals Professional Certification (IFPC)	

Out of Rate Certifications and Licensure

Academic Degrees – You are now eligible for credentials towards an earned academic degree.

Cross-Rated Sailors – If you have cross-rated, you now are eligible for credentials related to your prior rating.

Off-Duty or Command-Sponsored Training – You are now eligible for credentials for documented training that fully prepares you for a credential.

Navy Reservists – You may now be eligible for funding of credentials related to your civilian occupation.

Prior Other-Service Enlisted Occupation - If you are Navy enlisted (Active or Reserve), you may now be eligible for funding for credentials related to prior other-Service (Army, Air Force, Marine Corps, Coast Guard) enlisted occupation.

Collateral Duty/Out of Rate Assignments - Credentials are also available in these collateral duties/out of rate assignments in which you are serving in or have served in.

Credentials Earned & Maintained Prior to Joining the Navy - If you are Navy enlisted (Active or Reserve), you may now be eligible for funding for credentials that were earned, and maintained, prior to your enlistment in the Navy. The certification or license must have relevance to the needs of the Navy, and must appear on Navy COOL, although it does not need to show the Navy Bucks icon to be funded.

* See the *Additional Funding Opportunities* section on any rating page on Navy COOL for further details.

United Services Military Apprenticeship Program (USMAP): USMAP is available to most active duty occupations and is certified by the U.S. Department of Labor. This is the largest apprenticeship program operating in the U.S. and is recognized by all 50 states. Completion of one of these programs would qualify you as a journeyman, which could mean a significantly higher starting salary in the civilian work force. Most programs require 5-8 years to complete but are transferable if you decide to leave the service prior to completion. USMAP opportunities also exist for SELRES with orders over 12 months.

The following USMAP apprenticeships are applicable to the IS-Intelligence Specialist rating.

For more information about these apprenticeships, visit USMAP at https://usmap.osd.mil/index.htm.

Apprenticeship	Date Completed
Computer Operator	

POST MILITARY OCCUPATIONS

The following post military occupations are similar to the IS-Intelligence Specialist Rating. For more information about these occupations, visit NAVY COOL at https://www.cool.osd.mil/usn/.

Occupation (Civilian Employer)
Architectural and Civil Drafters
Cartographers and Photogrammetrists
Computer Systems Analysts
Detectives and Criminal Investigators
Geographers
Inspectors, Testers, Sorters, Samplers, and Weighers
Intelligence Analysts
Management Analysts
Operations Research Analysts
Software Developers
Surveying and Mapping Technicians

Occupation (Federal Employer)
0130 - Foreign Affairs Series
0131 - International Relations Series
0132 - Intelligence Series
0134 - Intelligence Aid and Clerk Series
0136 - International Cooperation Series
0150 - Geography Series
0817 - Survey Technical Series
1001 - General Arts and Information Series
1060 - Photography Series
1361 - Navigational Information Series
1370 - Cartography Series
1371 - Cartographic Technician Series
1372 - Geodesy Series
1373 - Land Surveying Series
1374 - Geodetic Technician Series
1386 - Photographic Technology Series
1397 - Document Analysis Series
1540 - Cryptography Series
1541 - Cryptanalysis Series
1805 - Investigative Analysis Series
4414 - Offset Photography

AC to AC and FTS to FTS - Continue Navy career on Active Duty.

E6 and below with less than 14 years of service will require a C-Way Application to be approved for reenlistment or extension.

Once C-Way application is approved, the Sailor should request to Reenlist or Extend with the appropriate form.

REENLIST / EXTEND: Request Chit/Form:

Career Waypoints-Reenlistment Approval:

School as a Reenlistment Incentive:

Prior Service Reenlistment Eligibility - Reserve (PRISE-R):

MyNavy Assignments (MNA):

Medical/Dental Screening:

Command Recommendation (evaluation):   Bonus: Ceremony:

RC to AC/FTS

See MILPERSMAN 1306-1505: Sailors may complete a component change from the Reserve Component (RC) to AC (RC2AC/FTS). This not only leverages existing skill sets that reside in the RC population to improve and maintain AC community health, but also provides qualified Sailors with an opportunity to resume or begin a career in the AC/FTS. This component change refers to a permanent transfer from RC2AC/FTS. This voluntary program enables qualified, eligible enlisted RC Sailors to submit applications in Career Waypoints (C-WAY) based on available quotas published on the Bureau of Naval Personnel (BUPERS), Enlisted Community Manager (BUPERS-32) Web page at: https://www.public.navy.mil/bupers-npc/enlisted/community/selres/Pages/EnlistedReserveOpportunities.aspx.
If you have any questions or concerns, contact your unit or NOSC career counselor.

RC to RC - Continue your Navy career as a Reservist.

Submit reenlistment request utilizing NAVRES 1160/1 Drilling Reservist Reenlistment Worksheet.

REENLIST / EXTEND: Request Chit/Form:

School as a Reenlistment Incentive:

MyNavy Assignments (MNA):

Medical/Dental Screening:

Command Recommendation (evaluation):   Bonus: Ceremony:

AC/FTS to CIP

The Career Intermission Program allows Officers and Enlisted Sailors to transfer out of the active component (AC/FTS) and into the Individual Ready Reserve for a period of one to three years to pursue personal or professional obligations outside the Navy, while providing a means for their seamless return to active duty.
For additional information, go to: https://www.public.navy.mil/bupers-npc/career/reservepersonnelmgmt/IRR/Pages/CIP.aspx.

AC/FTS to Secretary of the Navy Tours with Industry

This program provides a venue for exceptional Sailors to experience innovative business practices. Navy fellows are fully immersed in company practices and will be actively engaged in projects and company operations. Past fellows were assigned to companies including VMware, Qualcomm, Apple, Incorporation, Boeing, Tesla, Oak Ridge National Laboratory, GE Digital, Amazon, FedEx, Northrup Grumman, Space X, LinkedIn and USAA.
For additional information go to: https://www.public.navy.mil/bupers-npc/career/talentmanagement/Pages/SNTWI.aspx.

Canvasser Recruiter (CANREC)

The Canvasser Recruiter (CANREC) Recall Program is a voluntary and temporary recall program for RC personnel to serve as production recruiters in support of the Navy Prior Service recruiting mission. Personnel eligible to volunteer for a Definite (also termed as "temporary") Recall to Active Duty (ACDU) as a CANREC are Reserve Component (RC) members, specifically Selected Reserve (SELRES), Individual Ready Reserve (IRR-ASP), and Voluntary Training Unit (VTU) personnel.
For additional information, go to:
   https://www.public.navy.mil/bupers-npc/career/reservepersonnelmgmt/definiterecall/Pages/CANRECRecall.aspx.

Career Waypoints-Reenlistment:

The Command Career Counselor is your local advocate to assist you with the Career Waypoints application process.
- E3-E6 Sailors with less than 14 years of service must submit a Career Waypoints application, regardless of reenlistment intentions. Sailors who do not desire to reenlist will submit an "intends to separate" application. Sailors not eligible for reenlistment will submit a "not eligible" application.
- The Career Waypoints system automatically generates most of the applications needed by Sailors. Applications must be submitted no later than 16 months prior to expiration of active/reserve obligated service (EAOS/EOS) or as extended (SEAOS/SEOS). Sailors with less than 24 months of contract time remaining at their projected rotation date (PRD) will submit an application 15 months prior to their PRD. In either case, the Career Waypoints system will automatically generate

applications for Sailors 18 months prior to either timeframe. Applications required outside of the established C-Way gates can be submitted as Special Circumstance applications. Examples of when these may be needed include OBLISERVE for special duty, decommissioning or homeport shift.

- The C-Way 3-2-1 Process aligns career decisions with the detailing process. Soft End of Active/Reserve Obligated Service (SEAOS/SEOS)/End of Active/Reserve Obligated Service (EAOS/EOS) applications are created by C-Way at the 18 month from S/EAOS/EOS mark and must be submitted by the Command Career Counselor at the 16 month mark. This provides time for the Career Counselor to validate the Sailor's information and to ascertain the Sailors career intentions. The first C-Way review gate occurs from 16 to 13 months from S/EAOS/EOS with career choice options of in-rate, conversion, and Selected Reserve. The second review gate occurs from 12 to 9 months from S/EAOS/EOS with career choice options of conversion and Selected Reserve. From 8 months to 4 months to S/EAOS/EOS the Sailor can only choose Selected Reserve affiliation.

- Monthly reenlistment quotas are limited and must be reserved for our best and brightest Sailors who desire to Stay Navy. Sailors must choose one of the following based on their desires and qualifications:
  - Reenlist-in-Rate,
  - Reenlist-in-rate, Willing to Convert
  - Convert only
  - AC to AC or FTS to FTS
  - RC to AC/FTS
  - RC to RC
  - AC/FTS to CIP (Intermission)
  - AC/FTS to Tour w/ Industry
  - SELRES option
  - Canvasser Recruiter
  - Intend to separate
  - Not eligible

In February 2014, C-Way delivered auto-approval capabilities to provide reenlistment decisions on S/EAOS/EOS applications more quickly for eligible ratings. This changed the monthly processing of reenlistment applications as described below.

- If you are in an, "open" rating or a "balanced" rating in an undermanned year group or an E6, you are eligible for reenlistment, and your application is submitted with correct data it will be auto-approved and returned immediately, and you can reenlist.
- If you are in a "competitive" rating or a balanced rating but not an undermanned year group, then your application will be processed through the monthly Rack and Stack process. Applications submitted in one month are processed in Rack and Stack the following month.
- For Nuclear ratings, all applications are reviewed by enlisted community managers on an ongoing basis throughout the processing month.
- If required data is missing (evaluations, Physical Fitness Assessment (PFA) data, security clearance etc.) the application will be denied with a note to your career counselor regarding what needs to be fixed. It is critical the Command Career Counselor reviews these notes to ensure Sailors are not disadvantaged in their opportunities for retention.
- Upon completion of the monthly process, Career Waypoints results will be available to command users via the Monthly report section of the Career Waypoint system.
- For additional guidance, see MILPERSMAN 1160-140, NAVADMIN 231/17, and your Career Counselor
  Or call My Navy Call Center: (833) 330-MNCC or (901) 874-MNCC; or askmncc@navy.mil

Targeted Reentry Program (TRP)
NAVADMIN 047/18 empowers COs with the ability to identify and recommend SELRES on active duty/Definite Recall (ACDU) and Full Time Support (FTS) enlisted personnel, who are the best and brightest, the option for expedited reentry to Active Duty in the Navy.

- *Golden Ticket* – Sailors are guaranteed an expedited return to ACDU within one year from separation from ACDU. Sailors who do not use their Golden Ticket within one year are automatically convert to a Silver Ticket for one additional year. Sailors must remain fully qualified.
- *Silver Ticket* – Sailors are afforded an expedited return to ACDU within two years from separation date. This opportunity is subject to Needs of the Navy (NOTN) and provided the Sailor remains fully qualified.

Upon completion of the monthly process, Career Waypoints results will be available to command users via the Monthly report section of the Career Waypoints system.

For additional guidance, see MILPERSMAN 1001-260, NAVADMIN 231/17, and your Career Counselor
Or call My Navy Call Center: (833) 330-MNCC or (901) 874-MNCC; or askmncc@navy.mil

AC/FTS TRANSFER:

15 Months	12 Months	9 Months	6 Months	Orders Received
Career Waypoint	Career Waypoint	Career Waypoint	Accept Orders	Screening
Exception Family Member	Exception Family Member	Medical/Dental	Reverse Sponsor	Obligate
MNA	MNA	MNA	Relocation (FFSC)	Bonus
Mil to Mil	Eval	SRB	SRB	
Family Care Plan				
Continuous Overseas Tours (COT)				
Overseas Tour Extension Incentive Program (OTEIP)				

SELRES TRANSFER:

12 Months	9 Months	6 Months	3 Months	Orders Received
MNA	MNA	MNA	MNA	Sign Eval
(verify account access)	*(extend in current field)*	*(apply for billets)*	*(apply for billets)*	
Family Care Plan		Start Eval		
Mil to Mil		Reverse Sponsor		
		Incentives/EOS opportunities		

For additional assistance in transfer and relocation, go to the Military OneSource website:
https://www.militaryonesource.mil/ and visit your Fleet and Family Support Center on base.

SEPARATING/RETIRE*:

18 -12 months	6 months	90 days	30 days
TAP*	MED/DEN	Copy of Records	Copy of Records
Complete DD 2648	Relocation	Official Record CD	PSD
Transition Planning	Relocation Services (FFSC)	Arrange Ceremony	MED/DEN
Annual Statement of Service History (ASOSH)	Reserve Affiliation	Request Leave / PTDY	DD 214*
Reserve Only	VA/DVA		

Upon demobilization, SELRES will need Transition Assistance Program (TAP) and DD-214; DD-214 is not required for Reserve Retirements.

PHYSICAL FITNESS:

Participate in a year-round physical fitness program to meet Navy fitness and BCA standards. Review and verify accuracy of PFA data in PRIMS within 60 days of the PFA cycle. (PRIMS is accessible through your BUPERS Online Account)

Height _____ Weight _____ If Required (AC _____ BCA _____)

Last 2 PRT Cycles: Forearm Plank _____ / _____ Push-ups _____ / _____ Run/Swim/Cardio _____ / _____

Overall Score _____ / _____

List date (if) any PRT/BCA failure(s) over the last 5 years _____ / _____

List if any Medical Waiver(s) _____ / _____

For more information on Navy Fitness, visit: https://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/physical/Pages/default2.aspx

PROFESSIONAL MILITARY EDUCATION (E1/E2/E3)

(Resident and non-resident coursework designed to enhance a Sailor's general military professional knowledge and abilities)

EDUCATION: (Prior to considering any pursuit of off duty education or program enrollment call the Navy College Virtual Education Center (NCVEC) 877-838-1659 or Visit your overseas Navy College Office.)

Education Plan Completed (Navy College Office/NCVEC)

Current Education Level

Degree Goal

** Various degree options are available in the Advanced Education section. **

Goal: Date: AA/AS   BA/BS   Master
(Credits to earn a degree - AA/AS: 60 SH/90 QH, BA/BS: 120 SH/180, QH, Master /Doctorate: Variable based on program)

Number of current credits   American Council on Education (ACE) recommended credits

Joint Service Transcripts (JST)

HS Transcripts   College Transcripts

Date Degree Obtained: AA/AS   BA/BS   Master   Doctorate

For entry into JST, have your College/University send official transcripts to:
Naval Education and Training Command N644
JST Operation Center
6490 Saufley Field Road
Pensacola, FL 32509
Email: JST@DODED.mil

VOLUNTARY EDUCATION: Links to study guides, exam preparations, and practice tests are located on the DANTES website https://www.dantes.doded.mil/

Academic skills   NCPACE   CLEP   DSST

TA   MGIB   MGIB-SR   Post 9/11 GIB

E1/E2/E3 REQUIRED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Foundational Leader Development Course [5]	Water front/ Flightline/ Various [4]	NELD-03	2.5 days	
Navy Military Training (Life Skills) (Pre-A School Delivery only) [6]	Command Delivered	A-500-1000	2 days	
Professional Military Knowledge Eligibility Exam (PMK-EE) for E4	Navy e-Learning	NETCPDC-PMK-EE-E4-1.0		
Ethics Training	Command Delivered			
Required General Military Training Topics For FY 2022 (Delivery determined by command discretion) [1]				
Sexual Assault Prevention and Response Awareness (SAPR)[3]	Command Delivered	CPPD-GMT-SAPRA-1.0		
Cyber Awareness Challenge	MNP	DOD-IAA-V16.0		
Counterintelligence Awareness and Reporting	Command Delivered/ MNP	DOD-CIAR-1.0		
Records Management	Command Delivered/MNP	DOR-RM-010-1.2		
Privacy Act	Command Delivered			
Suicide Prevention[3]	Command Delivered	CPPD-GMT-SAP-1.0		
Antiterrorism Level I [2]	Command Delivered/ MNP	CENSECFOR-AT-010-1.0		

1 - Verify GMT topics on the My Navy Portal (MNP) GMT webpage
2 - Personnel with less than 3 years of time-in-service must also complete Antiterrorism Level 1 training. For personnel with greater than 3 years of time-in-service, Antiterrorism Level 1 periodicity is now a triennial requirement and will be mandated for all hands in FY-22.
3 - The recommended method of delivery for SAPR and Suicide Prevention annual training is via face-to-face, small group facilitated discussions.
4 - See MNP Enlisted Leadership Development page: https://www.mnp.navy.mil/group/training-education-qualifications/enlisted-leader-development.
5 - Available for paygrades E3 and E4
6 - Required for delivery in "A" School for all ratings

E1/E2/E3 REQUIRED COMMUNITY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
None				

E1/E2/E3 RECOMMENDED NAVY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Basic Military Requirements (NAVEDTRA 14325) (EDITION 1/1/2002)		NAVEDTRA 14325		
Professional Military Knowledge Eligibility Exam (PMK-EE) Study Material	Navy e-Learning	NETCPDC-PMK-EE-SM-1.0		
Military Requirements for Petty Officer Third and Second Class	Navy e-Learning	NRTC-NAVEDTRA-14504-MRFPO-TASC-1.0		
Introductory Enlisted Professional Military Education (IEPME)	Navy e-Learning	Military DON/ PME	18 hrs	
Block 1 Introductory EPME - Introduction	Navy e-Learning	NWC-IEPME-INTRO-B1	-	
Block 2 Introductory EPME - History and Traditions	Navy e-Learning	NWC-IEPME-INTRO-B2	3 hrs	
Block 3 Introductory EPME - Enlisted Professionalism	Navy e-Learning	NWC-IEPME-INTRO-B3	3 hrs	
Block 4 Introductory EPME - Policy and the Navy	Navy e-Learning	NWC-IEPME-INTRO-B4	3 hrs	
Block 5 Introductory EPME - Planning for Operations	Navy e-Learning	NWC-IEPME-INTRO-B5	3 hrs	
Block 6 Introductory EPME - Regional and Cultural Awareness	Navy e-Learning	NWC-IEPME-INTRO-B6	3 hrs	
Block 7 Introductory EPME - Technology in the Maritime Domain	Navy e-Learning	NWC-IEPME-INTRO-B7	3 hrs	
Block 8 Introductory EPME - Conclusion	Navy e-Learning	NWC-IEPME-INTRO-B82	-	
Cultural Awareness	Navy e-Learning	Foreign Language and Culture	45 hrs	
Navy Reserve Fundamentals for Active Duty Course	Navy e-Learning	NAVRESFOR-NRF-3.0	10 hrs	
Nutrition	Navy e-Learning	NMHCI2107V2.1	1 hour	
Personal Financial Management	Navy e-Learning	CPD-PFM-1.0	8 hrs	
PREVENT	Command Delivered	S-501-0150	24 hrs	
Recommended General Military Training Topics For FY 2022 (Delivery determined by command discretion) [1]				
Alcohol, Drug, and Tobacco Awareness	Command Delivered	CPPD-GMT-ADTA-1.0		
Combating Trafficking of Persons General Awareness	Command Delivered/ MNP	DOD-CTIP-3.0		
Domestic Violence Prevention and Reporting	Command Delivered	CPPD-GMT-DV-1.1		
Electromagnetic Maneuver Warfare	Command Delivered/ MNP	NAVIFOR-FEWC-EMW-01.01		
Energy Policy	Command Delivered	OPNAV-GMTE-1.0		
Equal Opportunity, Harassment, and Resolution Options	Command Delivered	CPPD-GMT-EOSH-1.0		
Hazing Policy and Prevention	Command Delivered	CPPD-GMT-HPP-1.0		
Operational Risk Management (ORM)	Command Delivered	CPPD-GMT-ORMTC-1.0		
Operations Security	Command Delivered/ MNP	NOST-USOPSEC-3.0		
Personal Financial Management	Command Delivered	CPPD-GMT-PFM-1.0		
Sexual Health and Responsibility	Command Delivered	CPPD-GMT-SHR-1.0		
Stress Management	Command Delivered	CPPD-GMT-SM-1.0		
Traumatic Brain Injury	Command Delivered			
Privacy Act	Command Delivered	DON-PRIV-2.0		
Antiterrorism Level I [2]	Command Delivered/ MNP	CENSECFOR-AT-010-1.0		
Tactical Combat Casualty Care All Service Member/Tier 1	Command Delivered	B-300-2010		
Financial Management [3]	Command Delivered			

1 - Verify GMT topics on MyNavy Portal GMT webpage

2 - Personnel with less than 3 years of time-in-service must also complete Antiterrorism Level 1 training. For personnel with greater than 3 years of time-in-service, Antiterrorism Level 1 periodicity is now a triennial requirement and will be mandated for all hands in FY-22.

3 - Does not have a mandatory periodicity but is required at career touch points per CNO WASHINGTON DC/191539ZJUL16.

Courses with Recommended Reserve Points:

Commander Navy Reserve Forces (CNRF) N7 determines the number of reserve points awarded for completion of a course taken on Navy e-Learning. This listing should only be used as a guide and is subject to change by direction of CNFR N7.

Navy e-Learning has no control over how many, if any, reserve points are eventually awarded for the completion of a course. All questions concerning the award of reserve points should be directed to CNFR N7.

E1/E2/E3 RECOMMENDED RESERVE PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Navy Reserve Fundamentals Course (E1-E9)	Navy e-Learning	NAVRESFOR-NRF-3.0		
Navy Reserve Order Writing System/Reserve Defense Travel System (E1-E9)	NRPDC New Orleans	R-510-5514	5 days	
Reserve Medical Administration (E1-E7)	NRPDC New Orleans	R-500-0007	5 days	
Reserve Pay and Personnel Management (E1-E9)	NRPDC New Orleans	R-500-0020	5 days	
Non-Prior Service Accession Program	Navy e-Learning	CNRFC-NPSAP-2 /DoN 0	23 hrs	
Guidance for Mobilization	Navy e-Learning	CNRFC-GMB-1.1 /DoN	4 hrs	
Military Sealift Command 101	Navy e-Learning	CNRFC-MSC101 /DoN 1.1	24 hrs	

For more details or to check for updates please check CANTRAC or the NRPDC Sharepoint page (CAC required):
https://private.navyreserve.navy.mil/NRPDC/Pages/NRH_Default.aspx

E1/E2/E3 RECOMMENDED COMMUNITY PME:

Course Title	Course Location	CIN/CSE ID	Course Length	Date Completed
Fundamentals of Navy Leadership	MNP	0033/43/35		
Personal Responsibility and Values	MNP	S-051-0150		
Iran	MNP	DLI-CIP-IRAN		
Iraq	MNP	DLI-CIP-IRAQ		
Iraq And Weapons Of Mass Destruction	MNP	GLOSS-SP-P01034		
FARC's Terrorist Strategy, Part 1	MNP	GLOSS-SP-MIL003		
FARC's Terrorist Strategy, Part 2	MNP	GLOSS-SP-MIL004		
FARC's Terrorist Strategy, Part 3	MNP	GLOSS-SP-MIL005		
Defense Courier Service	MNP	002DC01		
Challenges For The Navies	MNP	GLOSS-SP-SEC001		
China's Currency Stability	MNP	GLOSS-CM-Ecn307		
China's Economy: The Coast Vs. The Interior	MNP	GLOSS-CM-Ecn306		
China's - U.S. Relations On Tibet, Ect	MNP	GLOSS-CM-P01310		
Afghanistan	MNP	DLI-CIP-Afghanistan		
Antisubmarine Warfare Sensor and Platforms	MNP	METOC-62T-0603		
Basic Radar Operations	MNP	NIDA-9395TD02		
Basic SCI Systems User Course	Navy e-Learning	ONI-SSO Navy		
New Accession Professional Development (NAPD) Reserve only	Multiple locations		5 days	

MILGEARS

MilGears (https://milgears.osd.mil/) has been developed to serve Sailors while they serve, as they transition, and beyond. Whether you're committed to completing a single enlistment term or plan to retire from the military, everyone gets out eventually. MilGears exists to help you plan in advance for that time by highlighting future possibilities and helping you visualize how to reach those goals. Tools on MilGears analyze your unique history - your military duties and training, civilian education and credentialing, and apprenticeships - to provide customized results.

Key features include:

- No PII is stored on the MilGears servers – it does not save or collect any of your information.
- The ability for you to save an encrypted file to save your progress and return to the tool at any time.
- Auto-filling of tools based on uploaded service history document (ETJ, JST, or VMET).
- An easy-to-read PDF summary of your military history that you can keep as a reference.

Of the several tools found on MilGears, the two most common that Sailors would use are the **Engage My Career Tool** and the **Quick Explorer Tool**.

ENGAGE MY CAREER TOOL

The Engage My Career (EMC) Tool, available from the MilGears home page, analyzes your unique history to provide customized results. The EMC Tool looks at what you've done in the military to date by guiding you through a series of questions that collect information such as: your rating, pay grade, duty station history, training, NECs, qualifications (applicable to Mariner careers), and civilian education or credentials. The EMC Tool then takes this information and helps you determine your best path forward by showing you the possible occupation options you may be eligible for based on your current experience.

Customized output includes:

- Civilian occupations that may be attainable or nearly attainable.
- Apprenticeships, certifications, and education that can help you fill training gaps or that could make you more competitive in the job market.
- How You Stack Up – a detailed view of how you compare to the typical requirements for civilian occupations and credentials.
- Next Steps – recommendations to fill gaps to enter an occupational field.

QUICK EXPLORER TOOL

The Quick Explorer Tool, available from the MilGears home page, allows Service members to explore occupations without uploading personal information.

The following areas are available for exploration:

- Credentials – explore pathways related to a specific credential such as a degree, a certification, a USMAP apprenticeship or a federal license.
- Career Goals – explore pathways based on career goals through job family, industry and more.
- Military Occupation – explore pathways by MOC to view 'best-fit' pathways based your military occupation. Pathways include academic, industry, apprenticeship, cross-rate opportunities, and post-service employment opportunities.
- Interests – answer a series of questions designed to discover your personal interests and connect them to career pathways.

NAVY PROFESSIONAL READING PROGRAM (PRP)

The purpose of the Chief of Naval Operations Professional Reading Program (CNO PRP), maintained by CNO PRP program managers at the U.S. Naval War College, is to facilitate the professional and personal development of all Sailors. For additional information on the CNO PRP visit https://www.navy.mil/CNO-Professional-Reading-Program/

READINESS

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Readiness/ for more information.		
Foundational	**Advanced**	**Capstone**
Ghost Fleet – *Singer*	Matterhorn - *Marlantes*	Leaders Eat Last - *Sinek*
Guide to Maritime Strategy – *Holmes*	Red Star Over the Pacific - *Holmes & Yoshihara*	Mindset: Psych of Success - *Dweck*
Neptune's Inferno - *Hornfischer*	Seapower: Guide for 21st Century - *Till*	The Infinite Game - *Sinek*
Six Frigates – *Toll*	The Leader's Bookshelf - *Stavridis*	What is it Like to go to War - *Marlantes*

CAPABILITIES

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Capabilities/ for more information.		
Foundational	**Advanced**	**Capstone**
AI Basics - *Taulli*	Fifth Domain: Cyber - *Clarke*	Deep Thinking: AI - *Kasparov*
Army of None - *Scharre*	Human Compatible - *Russell*	Four Global Forces - *Dobbs*
Burn-In - *Singer*	New Rules of War - *McFate*	Genius Weapons - *DelMonte*
The Future of War - *Freedman*	The Perfect Weapon - *Sanger*	Inevitable - *Kelly*
The Next 100 Years - *Friedman*		

CAPACITY

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Capacity/ for more information.		
Foundational	**Advanced**	**Capstone**
Fearless-SEAL Team Six - *Blehm*	American Naval Thinking - *Haynes*	End of Grand Strategy - *Dombrowski*
One Nation Under Drones - *Jackson*	Fleet Tactics - *Hughes*	Our Robots Our Selves - *Mindell*
The Fleet at Flood Tide - *Hornfischer*	Just and Un-Just Wars - *Walzer*	Second Most Powerful Man - *O'Brien*
Tin Can Sailors - *Hornfischer*	Seapower - *Stavridis*	The Future of Violence - *Wittes*

SAILORS

Visit https://www.navy.mil/CNO-Professional-Reading-Program/Sailors/ for more information.		
Foundational	**Advanced**	**Capstone**
Dichotomy of Leadership - *Willink*	A Tactical Ethic - *Couch*	Fortune Favors Boldness - *Costello*
Ego is the Enemy - *Holiday*	Character Gap - *Miller*	No Pity - *Shapiro*
How to be an Anti-Racist - *Kendi*	Fed Up - *Hartley*	Road to Character - *Brooks*
Tiny Habits - *Fogg*	Military Ethics - *Lucas*	The Honest Truth about Dishonesty - *Aire*
We Can't Talk About That at Work - *Winters*	Sexual Minorities and Politics - *Pierceson*	The New Jim Crow - *Alexander*
	Start with Why - *Sinek*	

MCPON's Suggested Reading

Visit https://www.navy.mil/CNO-Professional-Reading-Program/MCPON-Suggested-Reading/ for more information.		
Master Chief Petty Officer of the Navy (MCPON) Russell Smith identified these 21 additional books as suggested reading.		
A Call to Conscience - *Carson, Shepard, Young*	Happiness Advantage - *Achor*	Starship Troopers - *Heinlein*
Blink: Power of Thinking - *Gladwell*	Jonathan L. Seagull - *Bach*	Team of Teams - *McChrystal, Collins, Silverman, Fussell*
Brave New World - *Huxley*	Only Women in the Room - *Benedict*	The Captain Class - *Walker*
Cannonball! - *Yates*	Overcome - *Redman*	The Good Shepherd - *Forester*
Class 11 - *Waters*	Perform Under Pressure - *Evans*	The Old Man's Trail - *Campbell*
Descent Into Darkness - *Raymer*	Run Silent, Run Deep - *Beach*	Tragedy at Honda Point - *Lockwood*
Duty: A Memoir - *Gates*	Shoot the Women First - *MacDonald*	We Die Alone - *Howarth*

Nearly 200 years ago, the Navy ordered its ships be outfitted with a reading list of 37 books in order to help train and educate Sailors. The Navy's leaders knew then what is still the case today: to outthink our competitors we must study and apply lessons we've learned from our past. Furthermore, it is critically important for our Navy to be a learning organization. And one of the very best ways to do that is to foster an environment where every Sailor deepens their level of understanding and learning.

That is why we launched an updated Chief of Naval Operations Professional Reading Program (CNO-PRP) reading list, with a motto of "Read Well to Lead Well."

E1/E2/E3 RECOMMENDED COMMUNITY READING

Title	Completed
How They Fight Militant and Terrorist Organizations of The World *NGIC-24107079-04*	
Heroes in Dungarees: The Story of the American Merchant Marine in World War II *by Bunker*	
Nimitz *by Potter*	
On Watch *by Zumwalt*	
The Battle of Leyte Gulf *by Cutler*	
The Fighting Liberty Ship – A Memoir *by Hoehling*	

ALL PAYGRADES
VOLUNTARY EDUCATION

Note: Prior to considering any pursuit of off duty education or program enrollment contact the Navy College Virtual Education Center (NCVEC) or visit your Overseas Navy College Office.

You must complete the Tuition Assistance Training before your first course will be approved.

Complete the online courses at the Navy College Website: http://www.navycollege.navy.mil/

How do I get started?

You already have. All your training up to this point is part of your Intelligence Specialist Roadmap. Now that you have made the first steps you will need to sit down and formulate a plan. This plan will work best if you start out discussing your options with your Leading Chief Petty Officer, Leading Petty Officer, Mentor, or Career Counselor. They will help you understand all of the basics. Then your next step is to contact the Navy College Virtual Education Center or visit your Overseas Navy College Office. Then your counselors will be able to help you formalize your plan and make sure that it makes sense for both you and the Navy. To aid you in your conversation with these professionals, here are a few questions that you may want to ask.

What credits do you have? What non-college courses have you taken? Where do you want to go? What field of study, or what kind of degree? What program will help me get there: Traditional or Online? What are my next steps: Transfer credits, take exams, have experience evaluated, or sign up for new courses?

RECOMMENDED OCCUPATIONAL-RELATED ASSOCIATE'S DEGREE FOR IS

Recommended Associates' degrees for the Seaman
Mass Communication/Media Studies
Computer and Information Systems Security/Auditing/Information Assurance
Business Administration and Management, General
Operations Management and Supervision
Multi-/Interdisciplinary Studies, General
Computer Science

RECOMMENDED OCCUPATIONAL-RELATED BACCALAUREATE/MASTERS DEGREE FOR IS

Recommended Bachelors/Masters degrees for the Seaman
Strategic Intelligence
Business Administration and Management, General
Criminal Justice and Corrections, General
Criminal Justice/Police Science
Computer Systems Networking and Telecommunications
Liberal Arts and Sciences/Liberal Studies
Computer Science

The Navy College Program & Web Page:

The Navy College Program (NCP) provides opportunities to Sailors to earn college degrees by providing academic credit for Navy training, work experience, and off-duty education. The NCP mission is to enable Sailors to obtain a college degree while on active duty. In support of the four R's - Recruiting, Readiness, Retention, and Respect - the NCP signifies Navy's commitment to education by improving enlistment appeal; demonstrating Navy service and achieving a college degree are compatible; helping Sailors apply themselves to new situations and challenges and better preparing them for advancement; building up Sailors' self-image; and producing higher quality Sailors.

- More information is available online at: https://www.navycollege.navy.mil

Tuition Assistance (TA):

NAVADMIN 114/19 limit changes as of 1 October 2019: TA provides funds for eligible active-duty personnel to attend approved educational institutions on an off-duty basis to earn a high school diploma, vocational/technical certificate, or college degree. TA pays for tuition. TA will pay for the following amount per career: 120 semester hours, or 180-quarter hours or 1800 clock hours or a combination of semester, quarter and clock hours. TA will pay the following amounts per fiscal year: 12 semester hours, not to exceed $250/credit for semester hours or 18-quarter hours not-to-exceed $166.67/credit for quarter hours or, 180 clock hours not-to-exceed $16.67/clock hours or a combination of semester, quarter and clock hours.

- More information is available online at: https://www.navycollege.navy.mil

Joint Service Transcripts (JST)

JSTs are official military transcripts which are used by colleges to validate your actual credited training. Every Sailor has a transcript already and access to it is free.

- More information is available online at: https://jst.doded.mil/

The American Council on Education (ACE)

ACE has reviewed every course listed in the OCCUPATIONAL Roadmap and determined what type of collegiate level credit is recommended. The ACE identifier, listed with each course, is a source to validate the information and to check for changes as they occur.

- Updates can be found at http://www.acenet.edu/news-room/Pages/Military-Guide-Online.aspx.

Vocational Certificates

Vocational Certificates are available from most community colleges. Most of your military training can be counted toward their degree programs, but they will still require residency credits and approximately 40-75 credit hours. These certificates can be as valuable as the apprenticeship program in the civilian work force.

College credits by Testing CLEP, DSST

Testing can replace the requirement to attend most of the college courses listed in the Occupational Roadmap. Base Education Centers offer CLEP and DSST exams for active duty military at no cost. They also offer a comprehensive list of "credit-by-exam" tests. Additionally, many of the tests have study guides available. These tests are available at the base education center or through the base library system. For specific testing locations visit the DANTES website.

- Navy College Program: https://www.navycollege.navy.mil/information-for-sailors/pre-college-testing-and-college-credit.htm
- DANTES: http://www.dantes.doded.mil/examinations/earn-college-credit/earn-college-credit.html

College Entrance Exams Testing ACT, SAT

The ACT and SAT are both standardized tests that help colleges evaluate candidates. Many colleges require that students submit test results as part of the admission application process. Since Sailors are considered transfer students, these tests are not generally required for admission. However, some Sailors must take the tests to enter specific military programs.

- Navy College Program (ACT SAT): http://www.navycollege.navy.mil/information-for-sailors/college-entrance-exams.htm
- DANTES (ACT SAT): http://www.dantes.doded.mil/examinations/college-admissions/act.html

SAMPLE DEGREE PLAN

SOCNAV College

IS Rating Relevant Degrees

Partner Institute	Related Degree
National Intelligence University	BS Intelligence/MS in Intelligence Science
Coastline Community College	AA Media/Communications
ECPI College of Technology	AS Associate of Science (Computer Information Systems/ Network Security)
Excelsior	AAS Administrative/Management Studies
Excelsior	BS General Business
Excelsior	BS Criminal Justice: Corrections
Excelsior	BS Criminal Justice: Law Enforcement and Public Safety
Hawaii Pacific University	ASL Associate in Supervisory Leadership
San Diego City College	AS Business Studies
Strayer University	BS Information Systems (Networking)
Thomas Edison State College	AA Associate of Arts
Thomas Edison State College	BA Liberal Studies
TUI University	BS Business Administration
University of Maryland University College	AA Management Studies
University of Maryland University College	AA Computer Studies
University of Maryland University College	BS Management Studies
University of Maryland University College	BS Computer Studies

KEISER UNIVERSITY COLLEGE COURSE PLAN

INTELLIGENCE SPECIALIST ASSOCIATE IN ARTS DEGREE

Business Associate of Arts Degree Major: Homeland Security at Keiser University
Associate of Arts Degree (Total 60 Semester Hours Minimum)
http://www.keseruniversity.edu/assoc_home_land_sec.htm

- **General Education Core Requirements (36 Hours)**
I. Behavioral/Social Science (3 semester hours)
Strategies for Success (3)

II. Communication (3 semester hours)
Speech (3)

III. Computers (3 semester hours)
Introduction to Computers (3)

IV. Economics (6 semester hours)
Microeconomics (3)
Macroeconomics (3)

V. English (6 semester hours)
English Composition I (3)
English Composition II (3)

VI. Humanities/Fine Arts (6 semester hours)
American Literature (4)
Political Science (4)

VIII. Mathematics (6 semester hours)
College Algebra (3)
Statistics (3)

IX. Natural Science (6 semester hours)
Environmental Science (3)
General Chemistry (3)

AMERICAN MILITARY UNIVERSITY COLLEGE COURSE PLAN

BACHELORS DEGREE OPTION IN THE INTELLIGENCE SPECIALIST FIELD

Bachelors of Arts in Intelligence at American Military University
Bachelor of Arts (121 Semester hours)
http://www.amu.apus.edu

University Degree Requirements (37+24+24+3+33 = 121 Semester hours)
Foundation Studies/General Education Requirements (37)
Foundations of Online Learning (3)
- English (6)
Proficiency in Writing (3)
Composition and Literature (3)
- Social Science (6)
Microeconomics (3)
Introduction to Geography (3)
- Science (4) includes one hour lab
Introduction to Oceanography (3)
- Mathematics (3)
Calculus (3)
- History (6)
American History to 1877 (3)
American History since 1877 (3)
- Humanities (3)
Arabic I (3)
- Literature (3)
World Literature since the Renaissance (3)
- Political Science (3)
International Relations I (3)
- Core Requirements (24 semester hours)
Research Methods in Intelligence Studies (3)
The U.S. Intelligence Community (3)
History of U.S. Intelligence (3)
Introduction to Intelligence (3)
Intelligence Collection (3)
Law and Ethics in Intelligence (3)
Critical Analysis (3)
Intelligence Analysis (3)
- General Program – For students who do not wish to seek a concentration (24 semester hours).
Geographic Intelligence (3)
Signals Intelligence and Security (3)
Counterintelligence (3)
Open Source Collection (3)
Human Intelligence (3)
Terrorism and Counterterrorism (3)
Interrogation (3)
China Country Analysis (3)
- Concentration in Terrorism Studies (24 semester hours – 4 from General Program/4 from Concentration)
Cyber Warfare (3)
Terrorism and U.S. National Security (3)
Psychology of Terrorism (3)
Forecasting Terrorism (3)
Cyber Warfare (3)
- Capstone Course (3 semester hours)
Senior Seminar in Intelligence Studies
- Electives (33 semester hours)

AMERICAN MILITARY COLLEGE COURSE PLAN

MASTER DEGREE OPTION IN THE INTELLIGENCE SPECIALIST FIELD

Intelligence at American Military University
Master of Arts in Intelligence Studies (Minimum of 36 Semester hours)
http://www.amus.aspus.edu

- Core (15 Semester Hours)
Research Methods in Security and Intelligence (3)
Strategic Intelligence (3)
Collection (3)
Analytic Methods (3)
Interagency Operations (3)

- General Program – For students who do not wish to seek a concentration.
Intelligence and Homeland Security (3)
Competitive Intelligence (3)
Evolution of the US National Intelligence Community (3)
Critical Analytical Thinking (3)

- Concentration in Intelligence Operations (12)
Evolution of the US National Intelligence Community (3)
Intelligence Leadership, Management and Coordination (3)
Intelligence and Weapons of Mass Destruction (3)
Information Warfare (3)

- Graduate Electives (9 Minimum)

- End of Program Requirement – Select either Comprehensive Exam OR Capstone
Separate Comprehensive Examination (0 semester hours)
Master's Capstone Seminar in Strategic Intelligence (3 semesters hours) – satisfies an elective requirement

- o **Remember, this is only an example, you must see a college counselor to work out a plan for you.**

Intelligence Specialist Roadmap questions or input can be forwarded to Center for Information Dominance (CID) N5 or IS Community Management.

- Center For Information Dominance, 640 Roberts Ave. , Pensacola, FL 32511-5138 Phone: (850) 452-6512

https://wwwa.nko.navy.mil/portal/intelligence/home

REFERENCES

Navy Enlisted Learning and Development Programs:

- Learning and Development Roadmap for Enlisted Sailors, OPNAVINST 1500.77(series)
- Navy Enlisted Retention and Career Development Program, OPNAVINST 1040.11(series)
- Career Counselor Handbook, NAVPERS 15878L
- Command Sponsor and Indoctrination Programs OPNAVINST 1740.3(series) (Sponsor assigned within 10 days of orders received / Indoctrination completed as soon as possible and practicable but NLT 90 days)
- Command Sponsorship of Dependents at Overseas Duty Stations MILPERSMAN 1300-150 to 1300-210
- Navy Enlisted Warfare Qualification Programs OPNAVINST 1414.9 (series)
- Master Training Specialists (MTS) Program NETCINST 1500.2(series)
- Command Master Chief Program OPNAVINST 1306.2 (series)

Reenlistments and Extensions:

- Agreement of Enlisted Naval Reservist, and Fleet Reservists Inductees to Remain on Active Duty MILPERSMAN 1160-060
- Extension of Enlistments MILPERSMAN 1160-040
- Overseas Tour Extension Incentives Program (OTEIP) MILPERSMAN 1306-300
- Consecutive Overseas Tours (COT) Leave Travel Entitlement Policy MILPERSMAN 1050-410
- Career WayPoints - Reenlistment MILPERSMAN 1160-140
- Reenlistment Ceremony MILPERSMAN 1160-020
- Leave of Military Personnel MILPERSMAN 1050-040
- Required Counseling Upon Enlistment and Reenlistment MILPERSMAN 1160-031
- Selective Reenlistment Bonus (Use Latest SRB NAVADMIN)
- Selective Training and Reenlistment (STAR) Program MILPERSMAN 1160-100
- Assignment to School as a Reenlistment Incentive MILPERSMAN 1306-1006
- Reserve Enlisted Incentives RESPERSMAN 1100-020 and current ALNAVRESFOR Message
- Reenlistments and Extensions for Sailors in a Drilling Status RESPERSMAN 1160-010
- Satisfactory Participation in the Navy Reserve RESPERSMAN 1001-010

Fleet Reserve and Retirements:

- Casualties and Survivor Benefits (SBP) MILPERSMAN 1770-010 to 1770-280 OPNAVINST 1750.5(Series)
- Disability Retirement MILPERSMAN 1850-010 to 1850-040
- Fleet Reserve and Retirement MILPERSMAN 1800-010 to 1800-070
- Privately Owned Vehicle (POV) Shipment Entitlement Policy and Household Goods (HHG) Shipment and Storage Entitlement Policy MILPERSMAN 4050-010 to 4050-020
- Permissive Temporary Duty (PTDY) Authorization for Job/House Hunting MILPERSMAN 1320-220
- Transition Assistance Program (TAP) OPNAVINST 1900.2(series) (Initiate a DD-2648E-1 NLT 90 Days Prior to Separation and attend workshop 12 months prior to separation/Fleet Reserve/Retirement date)

Enlisted Administrative Separations:

- Separation by Reason of Alcohol Rehabilitation Failure MILPERSMAN 1910-152
- Separation by Reason of Misconduct -Drug Abuse MILPERSMAN 1910-146
- Separation by Reason of Convenience of the Government -Early release to further education MILPERSMAN 1910-108
- Administrative Separation (ADSEP) Policy and General Information MILPERSMAN 1910-010 to 1910-812
- Fraudulent Enlistment MILPERSMAN 1910-134
- High Year Tenure (HYT) MILPERSMAN 1160-120
- Misconduct (various reasons) MILPERSMAN 1910-138/140/142
- Department of the Navy (DON) Policy on Parenthood and Pregnancy SECNAVINST 1000.10(series) & MILPERSMAN 1910-124
- Separation by Reason of Convenience of the Government -Personality Disorder MILPERSMAN 1910-122
- Separation by Reason of Physical Fitness Assessment (PA) Failure MILPERSMAN 1910-170
- Separation by Reason of Misconduct - Commission of a Serious Offense MILPERSMAN 1910-142
- Separation by Reason of Unsatisfactory Performance MILPERSMAN 1910-156

Advancement & Service Schools:

- Advancement Manual for Enlisted Personnel of the U.S. Navy and U.S. Navy Reserve BUPERSINST 1430.16(series)
- Accelerated Advancement of Recruit Training Class "A" School Graduates, and Ceremonial Guard MILPERSMAN 1430-010
- Enlisted to Officer Commissioning Program Application & Administration Manual OPNAVINST 1420.1(series)
- Service Schools MILPERSMAN 1306-600/602/604/608
- Class "A" School & Rating Entry Requirements MILPERSMAN 1306-618
- Retesting with Armed Forces Classification Test (AFCT) version of the Armed Services Vocational Aptitude Battery (ASVAB) MILPERSMAN 1236-010
- Professional Apprenticeship Tracks Program (PACT) NAVADMIN 318/07
- Prior Service Reenlistment Eligibility – Reserve (PRISE-R) MILPERSMAN 1133-061

Education Advancement & Service Schools:

- Joint Chiefs Professional Military Education (PME) Manual 1805.01
- Voluntary Education (VOLED) for Navy Sailors OPNAVINST 1560.9(series)
- Navy Voluntary Education Program NETCINST 1560.3(series)
- Navy Credentialing Programs OPNAVINST 1540.56
- Administration of the United Services Military Apprenticeship Programs (USMAP) OPNAVINST 1560.10(series)

Diversity, Equity and Inclusion, and Anti-Extremism:

- Diversity, Equity and Inclusion: https://diversity.defense.gov
- DOD Diversity and inclusion Management Program DODI 1020.05(series)

Other Quick References:

- Awards Manual (SECNAVINST 1650.1(Series)
- Change in Rating MILPERSMAN 1440-010 to 1440-040
- Department of the Navy Correspondence Manual (SECNAV M-5216.5
- Navy Alcohol and Drug Abuse Prevention and Control OPNAVINST 5350.4(series)
- Exchange of Duty (SWAPS) MILPERSMAN 1306-700
- First-Term Personnel Assignment Policy MILPERSMAN 1306-126
- Individual Augmentation (IA) Policy and Procedures OPNAVINST 1001.24(series)
- Military Couple and Single Parent Assignment Policy MILPERSMAN 1300-1000
- Military Pay MILPERSMAN 7220-010 to 7220-410
- Navy Performance Evaluation System BUPERSINST 1610.10 (Series)
- Overseas Extensions MILPERSMAN 1300-310
- Physical Readiness Program OPNAVINST 6110.1(series) / MILPERSMAN 6100-6199
- Reassignment for Humanitarian Reasons (HUMS) MILPERSMAN 1300-500
- Standardized Policy and Procedures for the Active Duty for Operational Support (ADOS) Programs OPNAVINST 1001.20 (series)
- Operational Risk Management OPNAVINST 3500.39C
- Personnel Qualification Standards (PQS) Catalog NAVEDTRA 43100-6M
- Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards NAVPERS 18068F Volume 1 & 2